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WORLD PLAN OF ACTION
FOR THE IMPLEMENTATION
OF THE OBJECTIVES OF THE
INTERNATIONAL WOMEN'S YEAR

PLANS OF ACTION
ADOPTED FOR THE REGIONS OF
ESCAP · ECA · ECWA · ECLA



UNITED NATIONS

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New York, 1980

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WORLD PLAN OF ACTION FOR THE IMPLEMENTATION OF THE OBJECTIVES OF THE INTERNATIONAL WOMEN'S YEAR

INTRODUCTION

1. In subscribing to the Charter, the peoples of the United Nations undertook specific commitments: "to save succeeding generations from the scourge of war . . . to reaffirm faith in fundamental human rights, in the dignity and worth of the human person, in the equal rights of men and women and of nations large and small, and . . . to promote social progress and better standards of life in larger freedom".

2. The greatest and most significant achievement during recent decades has been the liberation of a large number of peoples and nations from alien colonial domination, which has permitted them to become members of the community of free peoples. Technological progress has also been achieved in all spheres of economic activity during the past three decades, thus offering substantial possibilities for improving the well-being of all peoples. However, the last vestiges of alien and colonial domination, foreign occupation, racial discrimination, *apartheid* and neo-colonialism in all its forms are still among the greatest obstacles to the full emancipation and progress of developing countries and of all the peoples concerned. The benefits of technological progress are not shared equitably by all members of the international community. The developing countries, which account for 70 per cent of the population of the world, receive only 30 per cent of world income. It has proved impossible to achieve uniform and balanced development of the international community under the present economic order, and, for this reason, it is urgent to implement a new international economic order in accordance with General Assembly resolution 3201 (S-VI).

3. Conventions, declarations, formal recommendations and other instruments have been adopted since the Charter came into force¹ with a view to reinforcing, elaborating and implementing these fundamental principles and objectives. Some of them seek to safeguard and promote the human rights and fundamental freedoms of all persons without discrimination of any kind. Others deal with promotion of economic and social progress and development and the need to

¹ See the Appendix to the Plan.

eliminate all forms of alien domination, dependence, neo-colonialism, and include international strategies, programmes and plans of action. Some have the more specific purpose of eliminating discrimination on the ground of sex and promoting the equal rights of men and women. These documents reflect the ever-increasing awareness in the international community of the uneven development of peoples, and of the tragedy of all forms of discrimination be it on the ground of race, sex or any other ground, and the evident will to promote progress and development in conditions of peace, equity and justice.

4. In these various instruments the international community has proclaimed that the full and complete development of a country, the welfare of the world and the cause of peace require the maximum participation of women as well as men in all fields. It has declared that all human beings without distinction have the right to enjoy the fruits of social and economic progress and should, on their part, contribute to it. It has condemned sex discrimination as fundamentally unjust, an offence against human dignity and an infringement of human rights. It has included the full integration of women in the total development effort as a stated objective of the International Development Strategy for the decade of the 1970s.

5. Despite these solemn pronouncements and notwithstanding the work accomplished in particular by the United Nations Commission on the Status of Women and the specialized agencies concerned, progress in translating these principles into practical reality is proving slow and uneven. The difficulties encountered in the preparation and implementation of these many instruments are attributable to the complexities created by the considerable differences between countries, regions, etc.

6. History has attested the active role which women played, together with men, in accelerating the material and spiritual progress of peoples and in the process of the progressive renewal of society; in our times, women's role will increasingly emerge as a powerful revolutionary social force.

7. There are significant differences in the status of women in different countries and regions of the world which are rooted in the political, economic and social structure, the cultural framework and the level of development of each country, and in the social category of women within a given country. However, basic similarities unite women to fight differences wherever they exist in the legal, economic, social, political and cultural status of women and men.

8. As a result of the uneven development which prevails in the international economic relations, three quarters of humanity is faced with urgent and pressing social and economic problems. The women among them are even more affected by such problems and the new measures taken to improve their situation as well as their role in the process of development must be an integral part of the global project for the establishment of a new economic order.

9. In many countries women form a large part of the agricultural work force. Because of this and because of their important role in agricultural production and in the preparation, processing and marketing of food, they constitute a substantial economic resource. Nevertheless, if the rural worker's lack of technical equipment, education and training is taken into account, it will be seen that in many countries the status of women in this sector is doubly disadvantaged.

10. While industrialization provides jobs for women and constitutes one of the main means for the integration of women in the process of development, women workers are disadvantaged in many respects because of the fact that the technological structure of production in general has been oriented towards man and his requirements. Therefore special attention must be paid to the situation of the woman worker in industry and in services. Women workers feel painfully the effects of the present economic crisis, the growth of unemployment, inflation, mass poverty, lack of resources for education and medical care, unexpected and unwanted side-effects of urbanization and other migration, etc.

11. Scientific and technological developments have had both positive and negative repercussions on the situation of women in many countries. Political, economic and social factors are important in overcoming any adverse effects of such developments.

12. During the last decades women's movements and millions of women together with other progressive forces acting in many countries have focused public opinion at the national and international levels on all these problems.

13. However, that public opinion often overlooks the many women of regions under alien domination, particularly those subjected to *apartheid* who experience daily the terror of repression and who struggle tirelessly for the recovery of the most elementary rights of the human person.

14. The reality of the problems which women still meet in their daily life in many countries of the world in their efforts to participate in the

economic and social activities in the decision-making process and the political administration of their countries, and the loss represented by the under-utilization of the potentialities of approximately 50 per cent of the world's adult population, have prompted the United Nations to proclaim 1975 as International Women's Year, and to call for intensified action to ensure the full integration of women in the total development effort, and to involve women widely in international co-operation and strengthening of world peace on the basis of equal rights, opportunities, and responsibilities of women and men. The objective of International Women's Year is to define a society in which women participate in a real and full sense in economic, social and political life and to devise strategies whereby such societies could develop.

15. This Plan of Action is intended to strengthen the implementation of the instruments and programmes which have been adopted concerning the status of women, and to broaden and place them in a more timely context. Its purpose is mainly to stimulate national and international action to solve the problems of underdevelopment and of the socio-economic structure which place women in an inferior position, in order to achieve the goals of International Women's Year.

16. The achievement of equality between men and women implies that they should have equal rights, opportunities and responsibilities to enable them to develop their talents and capabilities for their own personal fulfilment and the benefit of society. To that end, a reassessment of the functions and roles traditionally allotted to each sex within the family and the community at large is essential. The necessity of a change in the traditional role of men as well as of women must be recognized. In order to allow for women's equal (fuller) participation in all societal activities, socially organized services should be established and maintained to lighten household chores, and especially services for children should be provided. All efforts should be made to change social attitudes—based mainly on education—in order to bring about the acceptance of shared responsibilities for home and children by both men and women.

17. In order to promote equality between women and men, Governments should ensure for both women and men equality before the law, the provision of facilities for equality of educational opportunities and training, equality in conditions of employment, including remuneration and adequate social security. Governments should recognize and undertake measures to implement men's and women's right to employment on equal conditions, regardless of marital status, and their access to the whole range of economic activities. The State has

also the responsibility to create conditions that promote the implementation of legal norms providing for equality of men and women and in particular the opportunity for all individuals to receive free general and primary education, and eventually compulsory general secondary education, equality in conditions of employment, and maternity protection.

18. Governments should strive to ameliorate the hard working conditions and unreasonably heavy work load, especially those which fall upon large groups of women in many countries and particularly among underprivileged social groups. Governments should ensure improved access to health services, better nutrition and other social services that are essential to the improvement of the condition of women and their full participation in development on an equal basis with men.

19. Individuals and couples have the right freely and responsibly to determine the number and spacing of their children and to have the information and the means to do so. The exercise of this right is basic to the attainment of any real equality between the sexes and without its achievement women are disadvantaged in their attempt to benefit from other reforms.

20. Child-care centres and other child-minding facilities are means to supplement the training and care that the children get at home. At the same time they are of vital importance in promoting equality between men and women. Governments have therefore a responsibility to see to it that such centres and facilities are available in the first place for those children whose parents or parent are employed, in self-employment and particularly in agriculture for rural women, in training or in education, or wish to take up employment, training or education.

21. The primary objective of development being to bring about sustained improvement in the well-being of the individual and of society and to bestow benefits on all, development should be seen not only as a desirable goal in itself but also as the most important means for furthering equality of the sexes and the maintenance of peace.

22. The integration of women in development will necessitate widening their activities to embrace all aspects of social, economic, political and cultural life. They must be provided with the necessary technical training to make their contribution more effective in terms of production, and to ensure their greater participation in decision-making, planning and implementation of all programmes and proj-

ects. Full integration also implies that women receive their fair share of the benefits of development, thereby helping to ensure a more equitable distribution of income among all sectors of the population.

23. The promotion and protection of human rights for all is one of the fundamental principles of the United Nations Charter whose achievement is the goal of all people. An essential element for securing the protection of human rights and full equality between men and women throughout the world is sustained international co-operation based on peace, justice and equity for all and the elimination of all sources of conflict. True international co-operation must be based, in accordance with the Charter of the United Nations, on fully equal rights, the observance of national independence and sovereignty, including sovereignty over natural resources and the right of their exploitation, non-interference in internal affairs, the right of peoples to defend their territorial integrity, and the inadmissibility of acquisition or attempts to acquire territory by force, mutual advantage, the avoidance of the use or the threat of force, and the promotion and maintenance of a new, just world economic order, which is the basis purpose of the Charter of Economic Rights and Duties of States.² International co-operation and peace require national liberation and political and economic independence, the elimination of colonialism and neo-colonialism, fascism and other similar ideologies, foreign occupation and *apartheid*, racism and discrimination in all its forms as well as recognition of the dignity of the individual and appreciation of the human person and his or her self-determination. To this end, the Plan calls for the full participation of women in all efforts to promote and maintain peace. True peace cannot be achieved unless women share with men the responsibility for establishing a new international economic order.

24. It is the aim of the Plan to ensure that the original and multidimensional contribution—both actual and potential—of women is not overlooked in existing concepts for development action programmes and an improved world economic equilibrium. Recommendations for national and international action are proposed with the aim of accelerating the necessary changes in all areas, and particularly in those where women have been especially disadvantaged.

25. Since the integral development of the personality of the woman as a human being is directly connected with her participation in the

² During the World Conference of the International Women's Year, some representatives stated that reference to the Charter of Economic Rights and Duties of States should not be interpreted as indicating a change in the positions of delegations on the Charter as stated at the twenty-ninth session of the General Assembly.

development process as mother, worker and citizen, policies should be developed to promote the co-ordination of these different roles of the woman so as to give the most favourable conditions for the harmonious development of her personality—an aim which is equally relevant to the development of man.

I. NATIONAL ACTION

26. This Plan provides guidelines for national action over the 10-year period from 1975 to 1985 as part of a sustained, long-term effort to achieve the objectives of the International Women's Year. The recommendations are not exhaustive, and should be considered in addition to the other existing international instruments and resolutions of the United Nations bodies which deal with the condition of women and the quality of life. They constitute rather the main areas for priority action within the decade.

27. The recommendations for national action in this Plan are addressed primarily to Governments, and to all public and private institutions, women's and youth organizations, employers, trade unions, mass communication media, non-governmental organizations, political parties and other groups.

28. Since there are wide divergencies in the situation of women in various societies, cultures and regions, reflected in differing needs and problems, each country should decide upon its own national strategy, and identify its own targets and priorities within the present World Plan. Given the changing conditions of society today, operative mechanism for assessment should be established and targets should be linked to those set out, in particular, in the International Development Strategy for the Second United Nations Development Decade,³ and in the World Population Plan of Action.⁴

29. Changes in social and economic structures should be promoted which would make possible the full equality of women and their free access to all types of development, without discrimination of any kind, and to all types of education and employment.

³ General Assembly resolution 2626 (XXV) of 24 October 1970.

⁴ See *Report of the United Nations World Population Conference, 1974*. (United Nations publication, Sales No. E.75.XIII.3).

30. There should be a clear commitment at all levels of government to take appropriate action to implement these targets and priorities. Commitment on the part of Governments to the ideals of equality and integration of women in society cannot be fully effective outside the larger context of commitment to transform fundamental relationships within a society in order to ensure a system that excludes the possibility of exploitation.

31. In elaborating national strategies and development plans in which women should participate, measures should be adopted to ensure that the set targets and priorities should take fully into account women's interests and needs, and make adequate provision to improve their situation and increase their contribution to the development process. There should be equitable representation of women at all levels of policy- and decision-making. Appropriate national machinery and procedures should be established if they do not already exist.

32. National plans and strategies for the implementation of this Plan should be sensitive to the needs and problems of different categories of women and of women of different age groups. However, Governments should pay special attention to improving the situation of women in areas where they have been most disadvantaged and especially of women in rural and urban areas.

33. While integrated programmes for the benefit of all members of society should be the basis for action in implementing this Plan, special measures on behalf of women whose status is the result of particularly discriminatory attitudes will be necessary.

34. The establishment of interdisciplinary and multisectoral machinery within government, such as national commissions, women's bureaux and other bodies, with adequate staff and budget, can be an effective transitional measure for accelerating the achievement of equal opportunity for women and their full integration in national life. The membership of such bodies should include both women and men, representative of all groups of society responsible for making and implementing policy decisions in the public sector. Government ministries and departments (especially those responsible for education, health, labour, justice, communications and information, culture, industry, trade, agriculture, rural development, social welfare, finance and planning), as well as appropriate private and public agencies should be represented on them.

35. Such bodies should investigate the situation of women in all fields and at all levels and make recommendations for needed legislation, policies and programmes establishing priorities. Follow-up programmes

should be maintained to monitor and evaluate the progress achieved within the country to assess the implementation of the present Plan in national plans.

36. These national bodies should also co-operate in the co-ordination of similar regional and international activities, as well as those undertaken by non-governmental organizations, and self-help programmes devised by women themselves.

37. Constitutional and legislative guarantees of the principle of non-discrimination on the grounds of sex and of equal rights and responsibilities of women and men are essential. Therefore, general acceptance of the principles embodied in such legislation and a change of attitude with regard to them should be encouraged. It is also essential to ensure that the adoption and enforcement of such legislation can in itself be a significant means of influencing and changing public and private attitudes and values.

38. Governments should review their legislation affecting the status of women in the light of human rights principles and internationally accepted standards. Wherever necessary, legislation should be enacted or updated to bring national laws into conformity with the relevant international instruments. Adequate provision should also be made for the enforcement of such legislation, especially in each of the areas dealt with in chapter II of the Plan. Where they have not already done so, Governments should take steps to ratify the relevant international conventions and fully implement their provisions. It should be noted that there are States whose national legislation guarantees women certain rights which go beyond those embodied in the relevant international instruments.

39. Appropriate bodies should be specifically entrusted with the responsibility of modernizing, changing or repealing outdated national laws and regulations, keeping them under constant review, and ensuring that their provisions are applied without discrimination. These bodies could include, for example, law commissions, human rights commissions, civil liberties unions, appeals boards, legal advisory boards and the office of *ombudsman*. Such bodies should have full governmental support to enable them to carry out their functions effectively. Non-governmental organizations could also play an important role in ensuring that relevant legislation is adequate, up to date and applied without discrimination.

40. Appropriate measures should be taken to inform and advise women of their rights and to provide them with every other type of assistance. Accordingly, the awareness of the mass communication media should be

heightened so that they may offer their broad co-operation through public education programmes. Non-governmental organizations can and/or should be encouraged to play similar roles with regard to women. In this context, special attention should be paid to the women of rural areas, whose problem is most acute.

41. Efforts to widen opportunities for women to participate in development and to eliminate discrimination against them will require a variety of measures and action by society at large through its governmental machinery and other institutions.

42. While some of the measures suggested could be carried out at a minimum cost, implementation of this Plan will require a redefinition of certain priorities and a change in the pattern of government expenditure. In order to ensure adequate allocation of funds, Governments should explore all available sources of support, which are acceptable to Governments and in accordance with Governments' goals.

43. Special measures should also be envisaged to assist Governments whose resources are limited in carrying out specific projects or programmes. The Fund for International Women's Year established under Economic and Social Council resolution 1851 (LVI), in addition to multilateral and bilateral assistance which is vital for the purpose, should be extended provisionally pending further consideration as to its ultimate disposition in order to assist Governments whose resources are limited in carrying out specific programmes or projects. Women in countries holding special financial responsibilities entrusted by the United Nations and its specialized agencies with a view to assisting developing countries are called upon to make their contribution to the implementation of the goals set in connexion with the governmental assistance earmarked for improving the status of women especially of those in the under-developed States.

44. It is recognized that some of the objectives of this Plan have already been achieved in some countries, while in others they may only be accomplished progressively. Moreover, some measures by their very nature will take longer to implement than others. Governments are therefore urged to establish short-, medium- and long-term targets and objectives to implement the Plan.

45. On the basis of this World Plan of Action, the United Nations Secretariat should elaborate a two-year plan of its own, containing several most important objectives, aiming at the implementation of the World Plan of Action under the current control of the Commission on the Status of Women, and the over-all control of the General Assembly.

46. By the end of the first five-year period (1975-1980) the achievement of the following should be envisaged as a minimum:

(a) Marked increase in literacy and civic education of women, especially in rural areas;

(b) The extension of co-educational technical and vocational training in basic skills to women and men in the industrial and agricultural sectors;

(c) Equal access at every level of education, compulsory primary school education and the measures necessary to prevent school drop-outs;

(d) Increased employment opportunities for women, reduction of unemployment and increased efforts to eliminate discrimination in the terms and conditions of employment;

(e) The establishment and increase of the infrastructural services required in both rural and urban areas;

(f) The enactment of legislation on voting and eligibility for election on equal terms with men and equal opportunity and conditions of employment including remuneration, and on equality in legal capacity and the exercise thereof;

(g) To encourage a greater participation of women in policy-making positions at the local, national and international levels;

(h) Increased provision for comprehensive measures for health education and services, sanitation, nutrition, family education, family planning and other welfare services;

(i) Provision for parity in the exercise of civil, social and political rights such as those pertaining to marriage, citizenship and commerce;

(j) Recognition of the economic value of women's work in the home in domestic food production and marketing and voluntary activities not traditionally remunerated;

(k) To direct formal, non-formal and life-long education towards the re-evaluation of the man and woman, in order to ensure their full realization as individuals in the family and in society;

(l) The promotion of women's organizations as an interim measure within workers' organizations and educational, economic and professional institutions;

(m) The development of modern rural technology, cottage industry, pre-school day centres, time and energy saving devices so as to help reduce the heavy work load of women, particularly those living in rural sectors and for the urban poor and thus facilitate the full participation of women in community, national and international affairs;

(n) The establishment of an inter-disciplinary and multi-sectoral machinery within the government for accelerating the achievement of equal opportunities for women and their full integration into national life.

47. These minimum objectives should be developed in more specific terms in regional plans of action.

48. The active involvement of non-governmental women's organizations in the achievement of the goals of the 10-year World Plan of Action at every level and especially by the effective utilization of volunteer experts and in setting up and in running of institutions and projects for the welfare of women and the dissemination of information for their advancement.

II. SPECIFIC AREAS FOR NATIONAL ACTION

49. The specific areas included in this chapter of the Plan have been selected because they are considered to be key areas for national action. They should not be viewed in isolation, however, as they are all closely interrelated and the guidelines proposed should be implemented within the framework of integrated strategies and programmes.

A. International co-operation and the strengthening of international peace

50. An essential condition for the maintenance and strengthening of international co-operation and peace is the promotion and protection of

human rights for all in conditions of equity among and within nations. In order to involve more women in the promotion of international co-operation, the development of friendly relations among nations, the strengthening of international peace and disarmament, and in the combating of colonialism, neo-colonialism, foreign domination and alien subjugation, *apartheid* and racial discrimination, the peace efforts of women as individuals and in groups, and in national and international organizations should be recognized and encouraged.

51. Women of all countries of the world should proclaim their solidarity in support of the elimination of gross violations of human rights condemned by the United Nations and contrary to its principles involving acts against the moral and physical integrity of individuals or groups of individuals for political or ideological reasons.

52. The efforts of intergovernmental and non-governmental organizations, having as their aim the strengthening of international security and peace and the development of friendly relations among nations and the promotion of active co-operation among States, should be supported, and women should be given every encouragement to participate actively in the endeavours of those organizations.

53. The United Nations should proclaim a special day to be devoted to international peace and celebrated every year, nationally and internationally. Meetings and seminars should be organized for this purpose by interested individuals and groups, with wide coverage in the press and other communication media. Women should lend their full support to these objectives and explore, as co-equals with men, ways to overcome existing obstacles to international co-operation, the development of friendly relations among nations, and the strengthening of international peace. However, it must be emphasized that peace is a matter for constant vigilance and not only for one-day observance.

54. The free flow of information and ideas among countries should be facilitated, with due regard for national sovereignty and the principles of international law; the exchange of visits between women of different countries to study common problems should be promoted. Educational, cultural, scientific and other exchange programmes should be expanded and new forms developed in order to facilitate mutual understanding among peoples, particularly the young, and develop friendly relations and active co-operation among States. For these purposes the mass communication media should be utilized fully.

55. Women and men should be encouraged to instill in their children the values of mutual respect and understanding for all nations and all

peoples, racial equality, sexual equality, the right of every nation to self-determination and the desire to maintain international co-operation, peace and security in the world.

56. Women should have equal opportunity with men to represent their countries in all international forums where the above questions are discussed, and in particular at meetings of the organizations of the United Nations system, including the Security Council and all conferences on disarmament and international peace, and other regional bodies.

B. Political participation

57. Despite the fact that, numerically, women constitute half the population of the world, in the vast majority of countries only a small percentage of them are in positions of leadership in the various branches of government. Consequently, women are not involved in the decision-making and their views and needs are often overlooked in planning for development. As the majority of women do not participate in the formulation of development plans and programmes they are frequently unaware of their implications and less inclined to support their implementation and the changes the programmes seek to bring about. Many women also lack the education, training, civic awareness and self-confidence to participate effectively in political life.

58. A major objective of this Plan is to ensure that women shall have, in law and in fact, equal rights and opportunities with men to vote and to participate in public and political life at the national, local and community levels, and that they shall be made aware of their responsibilities as citizens and of the problems affecting society and affecting them directly as women.

59. Participation in political life implies participation as voters, lobbyists, elected representatives, trade unionists and public officials in the various branches of government, including the judiciary.

60. Where legislation does not exist guaranteeing women the right to vote, to be eligible for election and to hold all public offices and exercise public functions on equal terms with men, every effort should be made to enact it by 1978.

61. Where special qualifications for holding public office are required, they should apply to both sexes equally and should relate only to the expertise necessary for performing the specific functions of the office.

62. Governments should establish goals, strategies and time-tables for increasing within the decade 1975-1985 the number of women in elective and appointive public offices and public functions at all levels.

63. Special efforts to achieve these objectives could include:

(a) The reaffirmation of, and wide publicity for, the official policy concerning the equal political participation of women;

(b) The issuance of special governmental instructions for achieving an equitable representation of women in public office, and the compilation of periodic reports on the number of women in the public service, and levels of responsibility in the areas of their work;

(c) The organization of studies to establish the levels of economic, social and political competence of the female compared to the male population for recruitment, nomination and promotion;

(d) The undertaking of special activities for the recruitment, nomination and promotion of women especially to fill important positions, until equitable representation of the sexes is achieved.

64. Special efforts and campaigns should be initiated to enlighten the female electorate on political issues and on the need for their active participation in public affairs, including political parties and other political organizations such as pressure groups.

65. Educational and informational activities should also be undertaken to enlighten the public at large on the indispensable role of women in the political processes, and on the need to promote their greater political participation and leadership.

66. Special drives should be undertaken to encourage the increased participation of women and girls in rural, community and youth development programmes, and in political activities, and to facilitate their access to training for leadership in such programmes.

C. Education and training

67. Access to education and training is not only a basic human right recognized in many international instruments, it is also a key factor for social progress and in reducing the gaps between socio-economic groups and between the sexes. In many countries girls and women are at

a marked disadvantage. This not only constitutes a serious initial handicap for them as individuals and for their future position in society; it also seriously impedes the effectiveness of their contribution to development programmes and the development process itself.

68. Illiteracy and lack of education and training in basic skills are some of the causes of the vicious circle of under-development, low productivity and poor conditions of health and welfare. In a great many countries illiteracy is much more widespread among women than men, and the rates are generally higher in rural than in urban areas.

69. In most countries female enrolment at all levels of education is considerably below that of men. Girls tend to drop out of school earlier than boys. Boys are given precedence over girls when parents have to make a choice if education is not free. There is often discrimination in the nature and content of the education provided and in the options offered. Girls' choices of areas of study are dominated by conventional attitudes, concepts and notions concerning the respective roles of men and women in society.

70. As long as women remain illiterate and are subject to discrimination in education and training, the motivation for change so badly needed to improve the quality of life for all will fail, for in most societies it is the mother who is responsible for the training of her children during the formative years of their lives.

71. Governments should provide equal opportunities for both sexes at all levels of education and training within the context of lifelong education, and on a formal and non-formal basis, according to national needs.

72. The measures taken should conform to the existing international standards and, in particular, to the Convention and Recommendations against Discrimination in Education, 1960, and to the revised Recommendation on Technical and Vocational Education, 1974, of the United Nations Educational, Scientific and Cultural Organization.

73. Educational, training and employment strategies should be co-ordinated and based on population projections. The content and structure of education should be such as to ensure its relevance to the present and future needs of the communities concerned, taking into account their own culture and the advances made through technical and scientific developments. It should also seek to prepare the individual adequately for an active civic and family life and for responsible parenthood.

74. Target dates should be established for the eradication of illiteracy and high priority given to programmes for women and girls between the ages of 16 and 25 years.

75. The acquisition of literacy should be promoted as an integral part of other kinds of learning activities of direct interest and value to the daily lives of the people. Parallel with the efforts of Governments, all social institutions, such as co-operatives, voluntary organizations and enterprises, should be fully utilized to overcome illiteracy.

76. Voluntary task forces, especially of young persons, could be established to teach literacy, numbers, nutrition and methods of food preservation during vacations or periods of national service. Such task forces should include both women and men with expertise in the skills needed. The volunteers could also train local personnel to become trainers, thus expanding the available task forces.

77. Integrated or special training programmes should be developed for girls and women in rural areas to enable them to participate fully and productively in economic and social development and to take advantage of technological advances and thereby reduce the drudgery of their daily lives. Such programmes should include training in modern methods of agriculture and use of equipment, co-operatives, entrepreneurship, commerce, marketing, animal husbandry and fisheries, and in health, nutrition, family planning and education.

78. Free and compulsory primary education for girls and boys without discrimination should be provided and effectively enforced as quickly as possible. Every effort should also be made to provide textbooks, school lunches, transport and other essentials, wherever possible free of charge.

79. In order to assist in overcoming high drop-out rates among school-age girls and to enable women to participate in literacy and basic skills programmes, inexpensive child-care and other arrangements should be organized to coincide with school or training hours to free women and girls from confining domestic work.

80. Special programmes for continuing education on a part-time basis should be arranged to ensure retention of what has been learned at school and to assist women in their family, vocational and professional activities.

81. Programmes, curricula and standards of education and training should be the same for males and females. Courses for both sexes, in

addition to general subjects, should include industrial and agricultural technology, politics, economics, current problems of society, responsible parenthood, family life, nutrition and health.

82. Textbooks and other teaching materials should be re-evaluated and, where necessary, rewritten to ensure that they reflect an image of women in positive and participatory roles in society. Teaching methods should be revised, wherever necessary, to ensure that they are adapted to national needs and promote changes in discriminatory attitudes.

83. Research activities should be promoted to identify discriminatory practices in education and training and to ensure educational equality. New teaching techniques should be encouraged, especially audio-visual techniques.

84. Co-education and mixed training groups should be actively encouraged and should provide special guidance to both sexes in orienting them towards new occupations and changing roles.

85. Widely diversified existing and new vocational programmes of all types should be equally accessible to both sexes, enabling girls and boys to have a wide choice of employment opportunities, including those which require higher skills, and to match national needs with job opportunities. Both sexes should have equal opportunities to receive scholarships and study grants. Special measures should be developed to assist women who wish to return to work after a comparatively long absence, owing in particular to family responsibilities. Multipurpose training centres could be established in rural and urban areas to provide education and training in various techniques and disciplines and to encourage a self-reliant approach to life.

86. Girls and boys alike should be encouraged through vocational and career guidance programmes to choose a career according to their real aptitudes and abilities rather than on the basis of deeply ingrained sex stereotypes. They should also be made aware of the education and training required to take full advantage of the employment opportunities available.

87. Informational and formal and non-formal educational programmes should be launched to make the general public, parents, teachers, counsellors and others aware of the need to provide girls with a solid initial education and adequate training for occupational life and ample opportunities for further education and training. Maximum use should be made of the mass communication media both as a tool for education and as a means for effecting changes in community attitudes.

D. Employment and related economic roles

88. This Plan seeks to achieve equality of opportunity and treatment for women workers and their integration in the labour force in accordance with the accepted international standards recognizing the right to work, to equal pay for equal work, to equal conditions of work and to advancement.

89. Available data show that women constitute more than a third of the world's economically active population and approximately 46 per cent of women of working age (15 to 64 years) are in the labour force. Of these, an estimated 65 per cent are to be found in the developing countries and 35 per cent in the more developed regions. These data, together with the many economic activities of women that are not now included in the official statistics (see chap. III, below) demonstrate that women's contribution to the national economy and development is substantial and has not been fully recognized. Further, the occupations in which most women workers are concentrated are not the same as those in which most men are employed. The vast majority of women are concentrated in a limited number of occupations at lower levels of skill, responsibility and remuneration. Women frequently experience discrimination in pay, promotion, working conditions and hiring practices. Cultural constraints and family responsibilities further restrict their employment opportunities. Where job opportunities are severely limited and widespread unemployment exists, women's chances of obtaining wage-earning employment are in practice further reduced, even where policies of non-discrimination have been laid down.

90. Governments should formulate policies and action programmes expressly directed towards equality of opportunity and treatment for women workers and the guarantee of their right to equal pay for equal work. Such policies and programmes should be in conformity with the standards elaborated by the United Nations and the International Labour Organisation. They should include legislation stipulating the principle of non-discrimination on the grounds of sex or marital status, guidelines for implementing the principles, appeals procedures, and effective targets and machinery for implementation.

91. Special efforts should be made to foster positive attitudes towards the employment of women, irrespective of marital status, among employers and workers and among women and men in society at large, and to eliminate obstacles based on sex-typed divisions of labour.

92. In attempting to achieve gainful employment for women and to deal with problems of unemployment and underemployment, special efforts should be made to create a variety of economic roles and to encourage and support self-employment and self-help activities, especially in rural areas. Existing self-help activities should be encouraged and strengthened through the participation of women.

93. Governments should seek new sources of self-help activities, such as training programmes in community development and entrepreneurial skills, which should be open on an equal basis to both sexes.

94. In order to extend women's range of economic roles, co-operatives and small-scale industries could be developed and encouraged with the necessary help and support of government. Where co-operatives already exist, women should be encouraged to take an active part in them. New co-operatives, and, where appropriate, women's co-operatives, should be organized, especially in areas where women play a major role, such as food production, marketing, housing, nutrition and health. Co-operatives may also be the most appropriate and feasible arrangement for child-care and could also provide employment opportunities.

95. Essential to the effective implementation of such programmes is the provision of adequate training in co-operatives and entrepreneurial skills, access to credit and necessary seed capital for improved tools, assistance with marketing, the provision of adequate rural social services and amenities, decentralized development of towns in rural areas and basic infrastructural arrangements, such as child-care arrangements, transportation and conveniently situated water supplies.

96. Special efforts should be made to increase the participation of rural women in the formulation of national plans for integrated rural development. Policies and programmes for rural development should take into account the creation of employment opportunities along with other essential related components, such as projects for diversification, import substitution and expansion of rural activities for farming, forestry, fisheries, animal husbandry and agro-industries.

97. Specific target dates should be established for achieving a substantial increase in a number of qualified women employed in skilled and technical work.

98. Special efforts should also be made to increase the number of women in management and policy-making in commerce, industry and trade.

99. Access to skills and the provision of institutional and on-the-job training should be open to women in the same way and on the same condition as to men so as to make them equally eligible for promotion.

100. Governments, employers and trade unions should ensure to all women workers the right to maternity protection including maternity leave with a guarantee of returning to their former employment and to nursing breaks, in keeping with the principles laid down in the International Labour Organisation's Maternity Publication Convention (Revised) and Recommendation, 1952. Provisions relating to maternity protection should not be regarded as unequal treatment of the sexes.

101. Special attention should be given to the need for multilateral approaches to facilitate the combination of family and work responsibilities. These could include: a general reduction and/or staggering of working hours; flexible working hours; part-time work for women and men; child-care facilities and child-care leave systems to assist parents to take care of their children; communal kitchens; and various kinds of facilities to help them discharge household tasks more easily. Governments and trade unions should ensure that the economic and social rights of part-time workers are fully protected.

102. Protective legislation applying to women only should be reviewed in the light of scientific and technological knowledge, and should be revised, repealed or extended to all workers as necessary.

103. Minimum wages, which play an important role in the improvement of working conditions of women, should be enforced and made applicable to cottage industries and domestic work.

104. Special measures should also be taken to eliminate the exploitation of female labour, in particular that of young girls, wherever it exists.

105. Discriminatory treatment of women in national social security schemes should be eliminated to the maximum possible extent. Women workers should be covered equally with men by all aspects of such schemes.

106. Governments should encourage and stimulate concerted efforts, in particular on the part of employers' and workers' organizations, to bring about a marked improvement in the position of women in employment and should co-operate with all voluntary organizations concerned with the status of women workers in economic life and in society as a whole.

107. Trade unions should adopt policies to increase the participation of women in their work at every level, including the higher echelons. They should have special programmes to promote equality of opportunity for jobs and training for women workers and leadership training for women. They should play a leading role in developing new and constructive approaches to problems faced by workers, paying special attention to the problems of women workers.

E. Health and nutrition

108. While everyone has an undeniable right to health, conditions in many countries, and especially in rural areas, have often precluded the actual enjoyment by women of this right equally with men. The situation becomes more accentuated in societies with considerable shortages of health personnel and facilities and constitutes a high cost to the family, society and development by impairing the productivity of women. Women also need special care during pregnancy, delivery and lactation.

109. Adequate nutrition is of fundamental importance for the full physical and mental development of the individual, and women have a vital role to play in this area in the production, preparation, processing and consumption of food. When food is scarce women often experience more malnutrition than men, either because they deprive themselves for the sake of their families or because society places a lesser value on women.

110. Improved access to health, nutrition and other social services is essential to the full participation of women in development activities, to the strengthening of family life and to a general improvement in the quality of life. To be fully effective these services should be integrated into over-all development programmes with priority being given to rural areas.

111. Governments should ensure adequate investments in public health programmes, especially in rural areas.

112. Comprehensive simple community health services could be developed in which the community identifies its own health needs, takes part in decisions on delivery of health care in different socio-economic contexts, and develops primary health care services that are easily accessible to every member of the community. Women themselves, especially in rural areas, should be encouraged through adequate training programmes, to provide such health care services to their communities.

Provision should be made to ensure that women shall have the same access to that care as men. Travelling clinics and medical teams should make periodic visits to all communities.

113. Within the context of general health services, Governments should pay particular attention to women's special health needs by provision of: pre-natal and post-natal and delivery services; gynaecological and family planning services during the reproductive years; comprehensive and continuous health services directed to all infants, pre-school children and school children, without prejudice on grounds of sex; specific care for pre-adolescent and adolescent girls and for the post-reproductive years and old age; and research into the special health problems of women. Basic health services should be reinforced by the use of qualified medical and paramedical personnel.

114. Programmes should be formulated for the reduction of infant, child and maternal mortality by means of improved nutrition, sanitation, maternal and child health care and maternal education.

115. Education programmes should be developed to overcome prejudices, taboos and superstitions that prevent women from using existing health facilities. Special efforts should be made to inform the urban poor and rural women about existing medical facilities.

116. Within the context of a massive programme of health education and services, courses in health education, maternal and child care could be organized in rural and urban neighbourhoods, and women should be actively encouraged to participate. These classes should be advertised by the communication media and by all existing social networks. They should include information about what medical facilities are available, and how to reach them. Physicians should periodically conduct physical examinations of the participants in as many of these classes as possible.

117. In view of the importance of women not only as users but as providers of health care, steps should be taken to incorporate them as fully informed and active participants in the health planning and decision-making process at all levels and in all phases. Efforts should be made to encourage women to participate actively in community efforts to provide primary health care and improve coverage. Women should also be trained as paramedics and encouraged to organize health co-operatives and self-help programmes. Recruitment and training should be undertaken at the village level to prepare villagers as health workers to provide basic health services for their community.

118. Women should have the same right of access as men to any training establishment or course for any health profession and to continue to the highest levels. Practices which exclude women from certain health professions on traditional, religious or cultural grounds should be abolished.

119. Improved, easily accessible, safe water supplies (including wells, dams, catchments, piping, etc.) sewage disposal and other sanitation measures should be provided both to improve health conditions of families and to reduce the burden of carrying water which falls mainly on women and children.

120. In national food and nutrition policies, Governments should give priority to the consumption by the most vulnerable groups in the population (adolescent girls, pregnant and lactating women, and young children) of certain types of food produce, such as milk and milk products, and especially nutritious foods. The practice of breast feeding and good feeding practices for the weaning period should be encouraged. Supplementary food programmes for mothers and children at imminent risk of malnutrition should be introduced. Nutritional deficiencies should be prevented through fortification of staples or other widely consumed foods or by direct distribution of the deficient nutrients.

121. Techniques and equipment for food processing, preservation and conservation of the local village level should be improved and made available to rural women. Co-operatives for the production, quality improvement and distribution of food should be organized to give impetus to this effort and, where appropriate, campaigns to educate the consumer should be organized.

122. Opportunities should be created for women to contribute more efficiently to the production of proper types of food through vegetable gardens in rural and urban areas and through the provision of better tools, seeds and fertilizer. Girls and boys should also be encouraged to grow food in school gardens to supplement daily school meal programmes.

123. Campaigns on nutrition education should be launched through the communication media to explore the most effective techniques for introducing previously unacceptable nutritious foods into the daily diets of people. These campaigns should also inform women how to use the family income most economically towards the purchase of more nutritious foods and to eliminate wastage of food. The exchange of experience on effective nutrition programmes through seminars, informal visits and publications should be arranged.

F. The family in modern society

124. The institution of the family, which is changing in its economic, social and cultural functions, should ensure the dignity, equality and security of each of its members, and provide conditions conducive to the balanced development of the child as an individual and as a social being.

125. In the total development process, the role of women, along with men, needs to be considered in terms of their contribution to the family as well as to society and the national economy. Higher status for this role in the home—as a parent, spouse and homemaker—can only enhance the personal dignity of a man and a woman. Household activities that are necessary for family life have generally been perceived as having a low economic and social prestige. All societies should, however, place a higher value on these activities, if they wish the family group to be maintained and to fulfil its basic functions of the procreation and education of children.

126. The family is also an important agent of social, political and cultural change. If women are to enjoy equal rights, opportunities and responsibilities, and contribute on equal terms with men to the development process, the functions and roles traditionally allotted to each sex within the family will require continual re-examination and reassessment in the light of changing conditions.

127. The rights of women, all the various forms of the family, including the nuclear family, the extended family, consensual union and the single-parent family should be protected by appropriate legislation and policy.

128. Legislation relating to marriage should be in conformity with international standards. In particular, it should ensure that women and men shall have the same right to free choice of a spouse and to enter into marriage only with their free and full consent. A minimum age for marriage should be fixed by law and be such as to provide a sufficient period of education for girls and boys, but particularly girls, to enable them to complete their education and develop their potentialities prior to marriage. Official registration of marriages should be made compulsory.

129. All institutions and practices which infringe upon these rights should be abolished, in particular, child marriage and the inheritance of widows.

130. Legislative and other measures should be taken to ensure that men and women shall enjoy full legal capacity and the exercise thereof relat-

ing to their personal and property rights, including the right to acquire, administer, enjoy, dispose of and inherit property (including property acquired during marriage). Limitations, where such exist, should apply to both partners alike. During marriage, the principle of equal rights and responsibilities would mean that both partners should perform an active role in the home, taking into account the importance of combining home and work responsibilities, and share jointly decision-making on matters affecting the family and children. At the dissolution of marriage, this principle would imply that procedures and grounds of dissolution of marriage should be liberalized and apply equally to both spouses; assets acquired during marriage should be shared on an equitable basis; appropriate provisions should be made for the social security and pension coverage of the work contributed by the homemaker; and decisions relating to the custody of children should be taken into consideration of their best interests.

131. In order to assist in the solution of conflicts arising among members of the family, adequate family counselling services should be set up wherever possible and the establishment of family courts staffed with personnel, including women, trained in law as well as in various other relevant disciplines should be considered.

132. Programmes of education for personal relationships, marriage and family life, health, including psycho-sexual development, should be integrated into all school curricula at appropriate levels and into programmes for out-of-school education, to prepare young people of both sexes for responsible marriage and parenthood. These programmes should be based on the ideals of mutual respect and shared rights and responsibilities in the family and in society. Child-rearing practices within each society should be examined with a view to eliminating customs that encourage and perpetuate ideas about superiority or inferiority on the basis of sex.

133. In recognition of the growing number of single-parent families, additional assistance and benefits, wherever possible, should be provided for them. The unmarried mother should be granted full-fledged status as a parent, and children born out of wedlock should have the same rights and obligations as children born in wedlock. Special nursing homes and hostels should be established for married and unmarried mothers, before and after delivery.

134. Social security programmes should, to the maximum extent, include children and family allowances in order to strengthen the economic stability of family members. Cross-cultural studies might be undertaken of the influence upon the condition of women in the family and in society of

family and children's allowances and benefits, motherhood awards and similar measures.

G. Population

135. Social, economic and demographic factors are closely interrelated, and change in one or more invariably involves changes in others. The status of women is both a determinant and a consequence of these various factors. It is inextricably linked with both the development process and the various components of demographic change: fertility, mortality, and migration (international and internal and the latter's concomitant, urbanization).

136. The status of women and, in particular, their educational level, whether or not they are gainfully employed, the nature of their employment, and their position within the family are all factors that have been found to influence family size. Conversely, the right of women to decide freely and responsibly on the number and spacing of their children and to have access to the information and means to enable them to exercise that right has a decisive impact on their ability to take advantage of educational and employment opportunities and to participate fully in community life as responsible citizens.

137. The exercise of this right and the full participation of women in all aspects of national life are closely interrelated with such crucial demographic variables as age at marriage, age at birth of first child, the length of interval between births, age at termination of child-bearing, and total number of children born.

138. The hazards of child-bearing, characterized by too many pregnancies, pregnancies at too early or too late an age and at too close intervals, inadequate pre-natal, delivery and post-natal care and resort to illegally induced abortions, result in high rates of maternal mortality and maternal-related morbidity. Where levels of infant and early childhood mortality as well as of foetal mortality are high, their reduction—a desirable end in itself—may also be a prerequisite of the limitation of the number of pregnancies that the average woman will experience, and of the society's adoption of a smaller ideal family size where this is a desired goal. Fewer pregnancies may be more easily achieved when there is a reasonable expectation that children born will survive to adulthood.

139. In some parts of the world, urbanization involves mainly a migration of young men; in other parts, young women constitute the major component in the rural-to-urban migratory stream. Such situations partly

reflect differences in women's opportunities to work in either urban or rural occupations, and these are related to cultural variations in the acceptance of women in diverse roles. While differences in women's social status are among the causes of diverse sex selections in the migration to cities and towns, the consequences of such selective migration are to be found in resulting sex imbalances, in both the urban and rural population. These population imbalances can be detrimental to individual and family welfare and to the stability of either urban or rural residence. Just over half of the total female population of the world currently resides in rural areas of developing countries. In the light of the particular demographic, economic and social problems of rural communities in these regions, special development efforts are required.

140. This Plan endorses the recommendations of the World Population Plan of Action, especially those relating to the status of women.

141. In the elaboration and execution of population policies and programmes, within the framework of over-all development, Governments are urged to pay particular attention to measures designed to improve the situation of women, especially with regard to their educational and employment opportunities, conditions of work, and the establishment and enforcement of an appropriately high minimum age at marriage.

142. While States have a sovereign right to determine their own population policies, individuals and couples should have access, through an institutionalized system, to the information and means that will enable them to determine freely and responsibly the number and spacing of their children and to overcome sterility. All legal, social or financial obstacles to the dissemination of family planning knowledge, means and services should be removed. Every effort should be made to improve knowledge and identification of the causes of involuntary sterility, subfecundity and congenital birth defects and to secure their reduction.

143. Family planning programmes should direct communication and recruitment efforts towards women and men equally, since successful fertility regulation requires their mutual understanding and co-operation. This policy would enable women to exercise equally with men their right to decide how many children they will bear and the timing of the births. Attainment of these goals requires the development of means of contraception and birth control that will be both efficient and compatible with cultural values prevailing in different societies. Family planning programmes should be integrated and co-ordinated with health, nutrition and other services designed to raise the quality of family life.

144. Governments should make concerted efforts systematically to ameliorate conditions of mortality and morbidity as part of the development

process, and pay particular attention to the reduction of those risks that especially affect the health of women.

145. Policies and programmes to improve the status of women and to enable them to contribute fully to social and economic development must take into account migration and the ways in which it affects the family and working lives of women.

146. Both the causes and the consequences of varied modes of urbanization should be examined carefully, so as to yield the information needed to devise appropriate social policies, especially those designed to meet the varying needs of women.

147. Rural development programmes, including the creation of suitable industrial and employment opportunities, should be initiated or expanded to reduce the migration to urban areas and its attendant problems. Decentralization of education and health facilities to rural areas should also be promoted, as an aid to lowering rural rates of illiteracy, mortality and fertility, which have traditionally been higher than those in urban communities. These measures would bring rural women into greater contact with the mainstream of national life and release opportunities for their contribution to the progress and prosperity of their country.

H. Housing and related facilities

148. The majority of women still spend more of their time in and around the house than do men; thus, the improvement of the house, its related facilities and its neighbourhood will bring about a direct improvement in their daily lives. In addition to the considerations of health and comfort, well-designed and suitably furnished houses and related facilities, as well as neighbourhoods, offer comparative relief from monotony and drudgery, making easier the pursuit of other interests and activities, and bringing women's lives closer to the demands of human dignity.

149. Legislative and other measures should be taken to guarantee that the views and needs of women are taken into account in the planning and design of urban and housing development as well as human settlements.

150. The design of the house should take into account the needs of the entire family, especially the women and children. Use of the following should be encouraged: (a) building materials that require minimal or no maintenance; (b) equipment and appliances that do not present safety hazards; (c) labour-saving interior finishes and surfaces conducive to comfort and hygiene; (d) furniture that is movable, storable and easily

replaceable; and (e), where feasible and appropriate, an area for women to undertake activities such as reading, sewing and weaving (in some societies this may be a communal space to increase social cohesion).

151. In the projection of the house into a neighbourhood, designs should provide for services and utilities and neighbourhood facilities that respond, *inter alia*, to the expressed needs of women, and reduce labour as well as travel for vital needs such as water, food, fuel and other necessities.

152. In the design of a network of neighbourhoods, consideration should be given to accessibility of neighbourhood centres for the women and children.

153. Training and orientation courses should be organized in the use of new facilities made available to women, as well as in various aspects of home ownership and maintenance.

I. Other social questions

154. Social services play a crucial role in anticipating social problems deriving from rapid modernization and industrialization and in reducing the need for remedial measures at a later stage. Women are usually affected by these social problems to a greater extent than men, especially in the initial stages of the development process.

155. Governments should therefore encourage the development of social services as a useful tool in mobilizing human and technical resources for the benefit of all marginal and social groups, bearing in mind the contribution that non-governmental organizations can offer.

156. Special efforts should be made to provide for the needs of migrant women, whether from rural areas or from abroad, and for women workers and their families who live in urban slums and squatter settlements. Training, job counselling, child-care facilities, financial aid and, where necessary, language training and other forms of assistance should be provided.

157. Special attention should also be given to the needs of elderly women who frequently receive less protection and assistance than men. They predominate numerically in the age group of 50 years and over, and many are indigent and in need of special care.

158. In the area of the prevention of crime and treatment of offenders, special attention should be paid to female criminality, which is increas-

ing in many parts of the world, and to the rehabilitation of female offenders, including juvenile delinquents and recidivists. Research in this field should include study of the relationship between female criminality and other social problems brought about by rapid social change.

159. Specific legislative and other measures should be taken to combat prostitution and the illicit traffic in women, especially young girls. Special programmes, including pilot projects, should be developed in co-operation with international bodies and non-governmental organizations to prevent such practices and rehabilitate the victims.

160. Governments which have not already done so should ratify or accede to the United Nations Conventions for the Suppression of the Traffic in Persons and of the Exploitation of the Prostitution of Others (1949).

III. RESEARCH, DATA COLLECTION AND ANALYSIS

161. This Plan gives high priority to national, regional and international research activities, and to data collection and analysis on all aspects of the situation of women, since adequate data and information are essential in formulating policies and evaluating progress and in effecting attitudinal and basic social and economic change.

162. A major difficulty in assessing the economic contribution of women at the present time is lack of or incomplete data and indicators to measure their situation as it affects the process of development and is in turn affected by it.

163. Many women are automatically excluded from the economically active population in national statistics because they are homemakers only and homemaking is nowhere considered to be an economic activity. Another large group of women are erroneously classified as homemakers only because it is assumed that women have no economic activity and their status is therefore not carefully investigated. This occurs particularly in relation to women who, in addition to their homemaking activities, are also self-employed handicraft and other home industry workers or unpaid family workers in subsistence agriculture. Further, statistics on unemployment often present an inaccurate picture of the situation because they omit women who are not recognized as part of the economically active population (e.g., women classified as homemakers or housewives). They may, in fact, be in need of and available for employment.

164. Among other data biased by preconceptions are those on heads of households or families, when it is assumed that a woman can be the head only in the absence of a man. Many households actually headed by women are therefore erroneously classified as having male heads.

165. Differences in these and other national statistical practices also make cross-country comparisons of data very difficult. In the non-market sector, for example, the distinction between economic and non-economic activities is seldom clear and the criteria used are often arbitrary and vary from country to country.

166. A scientific and reliable data base should be established and suitable economic and social indicators urgently developed which are sensitive to the particular situation and needs of women as an integral part of national and international programmes of statistics.

167. All census and survey data relating to characteristics of individuals (e.g., urban/rural residence, age, marital status, including consensual unions, literacy, education, income, level of skills and participation in both modern and traditional economic activities) and to household and family composition should be reported and analysed by sex.

168. In the collection of such data special efforts should be made to measure:

(a) The participation of women in local and national planning and policy-making in all sectors of national life;

(b) The extent of women's activities in food production (cash crop and subsistence agriculture), in water and fuel supply, in marketing, and in transportation;

(c) The economic and social contribution of housework and other domestic chores, handicrafts and other home-based economic activities;

(d) The effect on the national economy of women's activities as consumers of goods and services;

(e) The relative time spent on economic and household activities and on leisure by girls and women compared to boys and men;

(f) The quality of life, (e.g., job satisfaction, income situation, family characteristics and use of leisure time).

169. The United Nations system should extend the scope of its standards for data collection, tabulation and analysis to take the above recommendations into account. National statistical offices should adhere to the standards established by the United Nations and its specialized agencies.

170. The United Nations should prepare an inventory of social and economic indicators relevant to the analysis of the status of women as soon as possible and not later than 1980, in co-operation with the interested specialized agencies, the United Nations Research Institute for Social Development, the regional commissions and other relevant bodies.

171. This Plan gives high priority also to cross-cultural studies, especially of the causes of discriminatory customs, practices, attitudes and beliefs, which impede women's contribution to the development process, and to the mechanisms of change.

172. Research oriented towards specific country and regional problems should be made by competent women and men acquainted with specific national and regional conditions.

173. The wide exchange of information and research findings should be promoted and maximum use made of existing national and regional research institutes and universities, including the United Nations University, the United Nations Institute for Training and Research, the United Nations Research Institute for Social Development and the United Nations Social Defence Institute. A network of such institutes and universities should be built up to facilitate the regular exchange of information and knowledge in co-operation with the United Nations.

IV. MASS COMMUNICATION MEDIA

174. A major obstacle in improving the status of women lies in public attitudes and values regarding women's roles in society. The mass communication media have great potential as a vehicle for social change and could exercise a significant influence in helping to remove prejudices and stereotypes, accelerating the acceptance of women's new and expanding roles in society, and promoting their integration into the development process as equal partners.

175. At the present time, the media tend to reinforce traditional attitudes, often portraying an image of women that is degrading and humiliating, and fail to reflect the changing roles of the sexes. They may also have harmful effects in imposing alien cultures upon different societies.

176. Mass communication media should be understood as encompassing not only radio, television, cinema, press (newspapers, periodicals, comic strips and cartoons), advertising, and public meetings and similar forums, but also traditional types of entertainment such as drama, story telling, songs and puppet shows, which are essential for reaching the rural areas of many countries.

177. Governmental and non-governmental organizations should encourage and support national, regional and international research to determine the image of women and men portrayed by the media; and the negative and positive influences exercised by them in their various roles as conveyors of information, entertainers, educators and advertisers.

178. Governmental and non-governmental organizations should also take steps to ensure that information shall be provided on the current situation of women in various countries, with particular emphasis on the changing roles of both sexes.

179. Those in control of the media should seek to raise public consciousness with respect to these changing roles, and the serious concern that both women and men have about important issues that affect their families, communities and society at large. They should be urged to project a more dynamic image of women (as well as of men) and to take into account the diversity of women's roles and their actual and potential contribution to society.

180. They should depict the roles and achievements of women from all walks of life throughout history, including women in the rural areas and women of minority groups. They should also seek to develop in women confidence in themselves and in other women, and a sense of their own value and importance as human beings.

181. Women should be appointed in greater numbers in media management decision-making and other capacities, as editors, columnists, reporters, producers and the like, and should encourage the critical review, within the media, of the image of women projected.

V. INTERNATIONAL AND REGIONAL ACTION

A. Global action

182. The United Nations should proclaim the decade 1975-1985 as the United Nations Decade for Women and Development in order to ensure that national and international action shall be sustained throughout the period.

183. The decade and this Plan of Action call for a clear commitment on the part of the international community to accord importance and priority to measures to improve the situation of women, both as a means of achieving the goals of social progress and development and as an end in itself. The plan envisages that all organizations of the United Nations system should take separate and joint action to implement its recommendations, including the relevant United Nations organs and bodies, especially the regional commissions, the United Nations Children's Fund, the United Nations Development Programme, the United Nations Fund for Population Activities, the United Nations Industrial Development Organization, the United Nations Conference on Trade and Development, the United Nations Institute for Training and Research, and the specialized agencies. Their activities should be properly co-ordinated through the existing machinery, especially the Economic and Social Council and the Administrative Committee on Co-ordination. Each organization should evaluate what it has done to improve the status of women and enhance their contribution to development and identify the measures needed to implement this Plan.

184. International and regional intergovernmental organizations outside the United Nations system are also urged to develop programmes to implement this Plan and achieve the objectives of International Women's Year during the proposed decade.

185. International non-governmental organizations and their national affiliates should also act jointly and separately, within their particular spheres of interest, to give effect to the recommendations of the Plan within the 10-year period.

186. The Plan endorses programmes and strategies setting forth similar or related objectives; in particular, the International Development Strategy for the Second United Nations Development Decade, the Programme of Concerted International Action for the Advancement of Women, the Programme for the Decade for Action to Combat Racism and Racial Discrimination, the World Population Plan of Action, the recommendations of the World Food Conference, and the regional plans of action

for the integration of women in development, adopted in 1974 for the regions of the Economic and Social Commission for Asia and the Pacific and the Economic Commission for Africa.⁵

187. Women should be fully involved in policy-making at the international level as well as the national level. Governments should make sure that they are equitably represented among the principal delegates to all international bodies, conferences and committees, including those dealing with political and legal questions, economic and social development, disarmament, planning, administration and finance, science and technology, the environment and population. The secretariats of the international organizations should set an example by eliminating any provisions or practices in their employment policies that may be discriminatory against women. They should also take all necessary measures to ensure that an equitable balance between men and women staff members shall be achieved before the end of the Second United Nations Development Decade, and establish goals, strategies and time-tables to achieve this end. The equitable balance should apply to all substantive areas, and to field posts where operational programmes are initiated and carried out.

188. International organizations should review the implications of the Plan in the context of their own existing and new programmes, and should make appropriate recommendations to their governing bodies on any revisions of their financial and administrative arrangements that may be required to implement the Plan.

189. International action should support existing programmes and expand their scope in the following main areas: (a) research, data collection and analysis (see chap. III above); (b) technical co-operation, training and advisory services, including co-ordination with national and regional activities of organizations within the United Nations system; (c) elaboration and ongoing review of international standards; (d) dissemination and exchange of information and liaison with non-governmental organizations and other groups; (e) review and appraisal including monitoring of progress made in achieving the aims and objectives of the Plan; and (f) executive and management functions including over-all co-ordination with all the organizations of the United Nations system, and with the national and regional machinery referred to in the Plan.

1. Operational activities for technical co-operation

190. The United Nations Development Programme, the United Nations Fund for Population Activities, the United Nations Environment Programme, the United Nations specialized agencies, including the Interna-

⁵ For the regional plans of action, see section C hereafter.

tional Bank for Reconstruction and Development and the International Monetary Fund, the regional commissions, intergovernmental organizations, bilateral assistance agencies and foundations, and international and regional development banks and other international financial institutions, all carry out their work through projects that are highly specific in terms of the objectives to be reached, the resources to be employed, and the target areas and populations for which they are intended. Given the scope and diversity of the world-wide system of assistance agencies, action can be initiated in a large number of areas without delay once the needs are understood and diffused throughout the United Nations system.

191. A deliberate and large-scale effort should therefore be made to ensure that high priority and attention shall be given by Governments and the international community to programmes, projects and activities that give women the skills, training and opportunities necessary to improve their situation and enable them to participate fully and effectively in the total development effort.

192. Field surveys should be undertaken in each region to assist Governments and the international community by establishing the necessary data base to develop projects that will implement the objectives of the Plan.

193. All existing plans and projects should be scrutinized with a view to extending their sphere of activities to include women. New and innovative projects should also be developed to include women.

194. The following areas are of special importance:

(a) Integrated rural development. Special attention should be given to women's role as producers, processors and vendors of food, stressing the need for training women and girls. Training is especially needed in modern methods of farming, marketing, purchasing and sales techniques; basic accounting and organizational methods; fundamentals of hygiene and nutrition; training in crafts and co-operatives;

(b) Health, reproduction and growth and development, including family health and child health, family planning, nutrition and health education;

(c) Education and training at all levels and in all sectors related to the creation of employment opportunities so that women can play an economic role;

(d) Youth projects, which should be examined to make sure that they include adequate emphasis on the participation of young women;

(e) Public administration, with the aim of preparing women to participate in development planning and policy-making, especially in middle- and higher-level posts.

195. The resident representatives of the United Nations Development Programme (UNDP) should play a key role in helping Governments to formulate requests for such assistance within the framework of country programming. Advisory services provided by the specialized agencies in the form of special consultants or task forces could also render assistance in the formulation of project requests. Periodic reviews should be initiated to suggest crucial areas where special support might be needed. Projects should be constantly reviewed and evaluated to determine their impact and success in improving the position of women.

196. Women should participate fully in planning and implementing UNDP country programmes and regional, interregional and global projects under the auspices of the United Nations and other international agencies. Governments should bear in mind the importance of including, in national planning organizations and other bodies responsible for public policy-making and management, persons with special competence in the subject of women's integration in development.

2. Formulation and implementation of international standards

197. The preparation of international conventions, declarations and formal recommendations, and the development of reporting systems and other procedures for their implementation are important elements of international programmes and should be continued.

198. High priority should be given to the preparation and adoption of the convention on the elimination of discrimination against women, with effective procedures for its implementation.

199. Studies should be undertaken by the appropriate organizations of the effectiveness of the implementation of existing instruments and periodic reviews made to determine their adequacy in the light of changing conditions in the modern world, and of experience gained since their adoption.

200. The need for the development of new standards in new fields of concern to women should be kept constantly under review in relation to the implementation of the present Plan. Appropriate research and studies should be undertaken to determine the need for such new standards.

3. *Exchange of information and experience*

201. The exchange of information and experience at the international level is an effective means of stimulating progress and encouraging the adoption of measures to eliminate discrimination against women and encourage their wider participation in all sectors of national life. Countries with different political, economic and social systems and cultures and at differing stages of development have benefited from the common knowledge of problems, difficulties and achievements and from solutions worked out jointly.

202. Effective international machinery should be established or existing bodies, such as the Commission on the Status of Women, utilized to afford women in all regions of the world the opportunity to support one another in mutual understanding of their national and local problems and fight for the elimination of all forms of discrimination and oppression.

203. Meetings and seminars, including those organized under the United Nations technical co-operation programme, which have proved to be most valuable in providing a regional and international exchange of information and experience, should be continued.

204. Educational and informational programmes supported by the international community should be developed and extended to make all sectors of the population aware of the international norms established by the goals and objectives of this Plan of Action, and the findings of research and data envisaged under the relevant chapter of the Plan.

205. Material documenting the situation of women in specific countries of the world should also be prepared and widely distributed. It should be issued in the form of a yearbook or almanac containing facts which should be maintained and kept up to date. Material should also be prepared and widely publicized on the methods and techniques that have proved useful in promoting the status of women and integrating them into the process of development.

206. International organizations, both governmental and non-governmental, should strengthen their efforts to distribute information on women and related matters. This could be done through periodic publications on the situation of women, their changing roles and their integration into the development effort through the planning and implementation of policies, as well as through the utilization of communication media and aids, and the wide distribution of newsletters, pamphlets, visual charts and similar material on women.

B. Regional action

207. The regional commissions for Africa, Asia and the Pacific, Europe, Latin America and Western Asia should stimulate interest in the Plan and provide national Governments and non-governmental organizations with the technical and informational support they require to develop and implement effective strategies to further the objectives of the Plan in the regions. Where they have not already done so, the regional commissions should establish appropriate machinery for the purpose. This might include a regional standing committee of experts from countries of the region to advise the commission on its activities directed towards the integration of women in development in relation to those of Governments and other agencies in the region. The committee's functions could include the following:

(a) To initiate country studies and assist national institutions to identify the types of information needed for a proper understanding of the situation of women and the factors facilitating or limiting their advancement;

(b) To assist with the design and implementation of surveys for the collection of data and other information;

(c) To give leadership in the methods of reporting on the situation of women and in the development of indicators for assessing the progress made towards the goals of this Plan in conjunction with regional statistical bodies and international efforts to this end;

(d) To provide a clearing-house for the exchange of information which would facilitate co-ordination and mutual support between programmes for the advancement of women at various levels, and for the sharing of relevant experience among the countries of the region.

208. States members of the regional commissions, in requesting technical and financial assistance, should endeavour to raise the priority accorded to projects to enhance opportunities for women and increase recognition of the importance of these projects for over-all development in consultation with regional offices of the United Nations Development Programme.

209. The regional commissions should provide assistance to governmental and non-governmental organizations to identify needed action, develop policies, strategies and programmes for strengthening women's role in national development, and formulate requests for technical and financial assistance for such programmes. They should encourage train-

ing institutions in the region to expand their curricula to encompass topics related to the integration of women in development, and assist in the development of training programmes, particularly those whose initial aim is to increase women's potential for leadership and develop the cadres for formulating the programmes and implementing the activities indicated by this Plan.

210. The regional commissions should also promote technical co-operation between the countries of the region, utilizing the existing talent available. Trained women could, for example, offer short-term assistance to women in countries other than their own on a voluntary basis, or as part of a special task force. Special advisers should be attached to the regional field offices in order to strengthen the regional field structure and carry out more effectively the functions and aims described above. They could also seek to stimulate increased contributions of funds for financing programmes for the advancement of women from existing sources of multilateral and bilateral assistance, and to secure new sources of funds, including the establishment of revolving funds at the national and local levels.

211. In the implementation of the Plan, special efforts should be made by the commissions and other United Nations bodies having regional offices to co-ordinate their programmes with those of existing United Nations and other regional centres whose fields of competence relate to the aims of the Plan, such as centres for research and training in development planning, literacy, social welfare, social defence, employment, health and nutrition and community development.

212. Regional development banks such as the African Development Bank, the Asian Development Bank and the Inter-American Development Bank as well as subregional banks, such as the Central American Bank for Economic Integration and the East African Development Bank, and bilateral funding agencies should be urged to accord high priority in their development assistance to projects that include the integration of women into the development effort and the achievement of equality. Such assistance would stimulate national support for innovative national and local programmes, including self-help activities.

VI. REVIEW AND APPRAISAL

213. A comprehensive and thorough review and appraisal of progress made in meeting the goals of this Plan should be undertaken at regular

intervals by the United Nations system. Such an exercise should be part of the procedures for the review and appraisal of progress made under the International Development Strategy for the Second United Nations Development Decade, and closely co-ordinated with any new international development strategy that may be formulated.

214. The General Assembly has already made provision in its resolution 3276 (XXIX) of 10 December 1974 to consider relevant recommendations of the World Conference of the International Women's Year at its seventh special session and at its thirtieth session in 1975. The Plan should also be considered at the sixtieth session of the Economic and Social Council in the spring of 1976. The Secretary-General should be invited to make appropriate arrangements for the first biennial review of progress in 1978, in co-operation with Governments and taking into account the existing structure and resources of the United Nations system. The Economic and Social Council should review the findings of such a systematic evaluation with the object of making, whenever necessary, appropriate modifications in the goals and recommendations of the Plan.

215. The monitoring of trends and policies relating to women and relevant to this Plan of Action should be undertaken continuously as a specialized activity of the United Nations. They should be reviewed biennially by the appropriate bodies of the United Nations system, beginning in 1978. Because of the shortness of the intervals, such monitoring would necessarily be selective and focus mainly on new and emerging trends and policies.

216. The Plan of Action should also be considered by the regional commissions, the United Nations Development Programme, the United Nations Children's Fund, the United Nations Industrial Development Organization, the relevant specialized agencies and other intergovernmental and non-governmental organizations at their meetings following the World Conference. The discussions and decisions of these bodies concerning the Plan should be submitted to the Economic and Social Council and its relevant functional commissions and advisory bodies (the Commission on the Status of Women, the Commission for Social Development, the Population Commission, the Statistical Commission, the Committee for Development Planning, and the Committee on Review and Appraisal) at their sessions in 1976 and 1977. An item on action on the implementation of the Plan should be included in the agenda of the sessions of all these bodies at intervals of no longer than two years.

217. At the regional level, the regional commissions should assume responsibility for monitoring progress towards the greater and more effective participation of women in all aspects of development efforts. Such

monitoring should be carried out within the framework of the review and appraisal of the International Development Strategy for the Second United Nations Development Decade. The commissions should include information on the integration of women in development in their reports to the Economic and Social Council on the social and economic situation in the regions. They should also discuss at appropriate intervals (such as every two years) the progress made towards achieving the aims of this Plan of Action. They should encourage Governments to provide equal opportunities for women to be represented on their delegations to the sessions of the commissions and to other relevant meetings.

218. At the national level, Governments are encouraged to undertake their own regular review and appraisal of progress made to achieve the goals and objectives of the Plan and to report on its implementation to the Economic and Social Council in conjunction, where necessary, with other existing reporting systems (e.g., those of the International Development Strategy for the Second United Nations Development Decade, the World Population Plan of Action, the recommendations of the World Food Conference, and the implementation of the Declaration on the Elimination of Discrimination against Women, and of the Programme of Concerted International Action for the Advancement of Women).

219. Governments should, in the context of their own development plans, evaluate the implications of this Plan and make any necessary financial and administrative arrangements for its implementation.

Appendix

RELEVANT INTERNATIONAL INSTRUMENTS

A. United Nations instruments

1. *General instruments*

Charter of the United Nations

Universal Declaration of Human Rights (1948)

International Covenant on Economic, Social and Cultural Rights (1966)

International Covenant on Civil and Political Rights and Optional Protocol (1966)

Convention for the Suppression of the Traffic in Persons and of the Exploitation of the Prostitution of Others (1949)

Supplementary Convention on the Abolition of Slavery, the Slave Trade, and Institutions and Practices Similar to Slavery (1956)
 Convention on the Elimination of All Forms of Racial Discrimination (1965)
 Declaration on Social Progress and Development (1969)
 International Development Strategy for the Second United Nations Development Decade (1970)
 World Population Plan of Action (1974)
 Programme of Action on the Establishment of a New International Economic Order (1974)
 Charter of Economic Rights and Duties of States (1974)

2. *Instruments relating specifically to the status of women*

Convention on the Political Rights of Women (1952)
 Convention on the Nationality of Married Women (1957)
 Convention and Recommendation on Consent to Marriage Minimum Age for Marriage and Registration of Marriages (1962 and 1965)
 Declaration on the Elimination of Discrimination against Women (1967)
 Programme of Concerted International Action for the Advancement of Women (1970)

B. Specialized agency instruments

1. *International Labour Organization*

Underground Work (Women) Convention, No. 45, 1935
 Night Work (Women) Convention (Revised), No. 89, 1948
 Equal Remuneration Convention, No. 100, 1951, and Equal Remuneration Recommendation, No. 90, 1951
 Maternity Protection Convention (Revised), No. 103, 1952, and Maternity Protection Recommendation, No. 95, 1952
 Social Security (Minimum Standards) Convention, No. 102, 1952
 Discrimination (Employment and Occupation) Convention, No. 111, 1958, and Discrimination (Employment and Occupation) Recommendation, No. 111, 1958
 Vocational Training Recommendation, No. 117, 1962
 Employment Policy Convention, No. 122, 1964, and Employment Policy Recommendation, No. 122, 1964
 Employment (Women with Family Responsibilities) Recommendation, No. 123, 1965

2. *United Nations Educational, Scientific and Cultural Organization*

Convention against Discrimination in Education (1960)

Protocol instituting a Conciliation and Good Offices Commission to be responsible for seeking a settlement of any disputes which may arise between States Parties to the Convention against Discrimination in Education (1962)

REGIONAL PLANS OF ACTION

1. PLAN OF ACTION FOR THE INTEGRATION OF WOMEN IN DEVELOPMENT ADOPTED FOR THE REGION OF THE ECONOMIC AND SOCIAL COMMISSION FOR ASIA AND THE PACIFIC¹

We, the representatives of the Governments members of the Economic Commission for Asia and the Far East,² assembled at Bangkok from 13 to 17 May 1974 for the Regional Consultation for Asia and the Far East on the Integration of Women in Development with Special Reference to Population Factors,

Gravely concerned over current demographic, economic, political and social conditions and over the situation of women, particularly of those living in the rural areas, and their lack of educational and employment opportunities,

Appreciating the growing realization of the importance of the role of women in integrated development and the aspirations of Asian women to contribute to development,

Recognizing the close interrelationship of the status of women and the determinants of population growth and family size,

Reaffirming the recommendations on the draft World Population Plan of Action made by the International Forum on the Role of Women in Population and Development held in New York in February 1974, and the principles of the Regional Consultation preparatory to the World Population Conference held at Bangkok from 7 to 10 May 1974,

Recalling General Assembly resolutions 2626 (XXV), on the International Development Strategy for the Second Development Decade and 2716 (XXV) on programmes of concerted international action for the advancement of women,

Recalling also Commission resolution 135 (XXIX) on the integration of women in the development process, and the Declaration of Population Strategy for Development adopted by the Second Asian Population Conference held in Tokyo from 1 to 13 November 1972,

¹ Formerly issued under the symbol ST/ESA/SER.B/5/Add.1 and E/CONF.66/BP/2.

² In accordance with Economic and Social Council resolution 1895 (LVII) of 1 August 1974, the name of the Commission was changed to "Economic and Social Commission for Asia and the Pacific".

Noting that the thirty-first session of the Economic Commission for Asia and the Far East will take place in International Women's Year,

Hereby submit our proposals for a Plan of Action for the consideration of the Executive Secretary of the Commission and for submission to the Commission at its thirty-first session, with a view to obtaining its endorsement, and urge member and associate member countries of the Commission to strengthen their national efforts and extend full support at the subregional and regional levels for concerted action for the implementation of the Plan of Action.

PLAN OF ACTION

A. Introduction

The deliberations of the regional consultation covered a vast and insufficiently explored area. In order to stimulate follow-up action on the part of national governments and local bodies, and international and regional organizations, it was felt desirable to elaborate proposals indicating areas in which action was required. The consultation endorsed the recommendations of the International Forum on the Role of Women in Population and Development on the draft world population plan of action and of the ECAFE pre-world population conference consultation.

While recognizing that the situation of women in urban areas required urgent attention, the Consultation was of the opinion that highest priority should be accorded by governments to integrated programmes for the advancement of women in rural areas. Programmes should be designed so that women as well as men were motivated and were given possibilities to improve their productivity and quality of life and devote a share of their increasing income to improve the economic, social and cultural infrastructure of the location in which they were living. Such integrated programmes should aim at rural modernization and should incorporate land reform, vocational guidance, education and training, creation of job opportunities for women, health and nutrition, family planning, as well as rural services and amenities for working mothers.

In formulating programmes aimed at the advancement of women, governments, ECAFE and non-governmental organizations as an initial step might establish separate programmes exclusively for women where their status is particularly low and where discriminatory attitudes towards them are strong. The aim of programmes for the advancement of women, however, is ultimately to integrate their activities with those of men in all

sectors so that women do not remain isolated in their activities. Separate programmes for women should therefore be appropriately phased out as women gain more confidence in themselves and as men accept more readily the role of women as equal partners in development.

It is important that progress towards the integration of women in development be monitored by national, regional and international agencies. Such monitoring should be carried out within the framework of the strategy for the Second United Nations Development Decade.

In developing plans of action based on the proposals herein, governments should aim at implementation within a specific time period, such as a decade, providing also for a review and appraisal of progress at the mid-point of the period.

Funding

In order to implement a programme of the broad scope envisaged here, it is necessary to marshal all available resources for its support. The financial means should be provided by local communities, national governments, intergovernmental organizations, and through the channels of multilateral and bilateral assistance.

At the community level, resources may be provided voluntarily by citizens. Initiative at the national level may be taken by ministries and/or commissions concerned, and provision for financing population programmes and programmes fully to integrate women in development should, as a matter of priority, be included in the national economic and social development plans.

The inclusion of such programmes with high priority in national development plans will facilitate its consideration within UNDP's country programming procedures, and technical assistance and financing from the United Nations system should be requested by governments for the development of programmes aimed to enhance the status and opportunities for women. Private foundations and institutions also represent sources of financial support for various aspects of population programmes and programmes aimed to integrate women into the development process. The need for financial support to NGOs working towards these aims should be recognized.

The Consultation stressed the importance of widening awareness on the part of donor countries and the recipient countries requesting the technical co-operation which was offered of the impact on development of the issues with which the Consultation dealt.

Regional action

1. The Executive Secretary of ECAFE is invited to ensure that the development and implementation of a comprehensive regional programme for the integration of women in the development effort is undertaken at the earliest possible opportunity. For this purpose the Executive Secretary should, through existing channels for the co-ordination of regional programmes in the fields of population and social development, seek the co-operation of other interested organizations so as to ensure an integrated approach.
2. A dynamic long-term programme for this purpose should be drawn up by the units of ECAFE primarily concerned, namely the Population and the Social Development Divisions, giving consideration to the proposals of this Consultation. The already existing long-term programme for the advancement of women, in operation in the ECA for the period of 1972-1976, could be used as a guideline for the establishment of a similar one in the ECAFE region.
3. The functions of the proposed programme might include:
 - (a) assistance to national Governments and NGOs to develop policies, strategies and programmes for strengthening women's role in national development, especially in rural areas;
 - (b) promoting action-oriented research and collection of data as a basis for formulation of programmes and evaluation of progress towards the effective integration of women in development;
 - (c) exchanging information between countries on relevant programmes and services;
 - (d) strengthening existing training institutions to increase women's potential for local, national and regional leadership;
 - (e) helping to promote women's organizations at local, sub-regional and regional levels;
 - (f) assisting Governments in formulating requests for technical and financial assistance for its programmes in this area.
4. The Executive Secretary of ECAFE is requested to seek adequate financial and staff resources for such a work programme, which, bearing in mind the context of cultural practices prevailing in the region, should include action and assistance to Governments in the fields hereinafter discussed.

B. Education and training

A definite correlation has been found to exist between women's educational level and smaller family size in developing countries, but the effect of education on fertility is often reduced when female education does not result in gainful employment. Education, training, and employment strategies should therefore be co-ordinated. In order to ensure equal opportunities for participation in economic activities, modification of old patterns of sex-selective training programmes through changes in legislation and other measures, including those aimed at changing the attitudes and social practices which limit women's participation, is essential. Since women are lagging behind men, special provisions in education and training programmes should be made for women and girls.

Proposals for action

1. Adopt dynamic programmes to eradicate illiteracy and to establish a specific target date for its elimination; to encourage functional literacy and post-literacy activities as a part of literacy campaigns; to include teaching on a number of subjects such as civic education, nutrition and hygiene.
2. Provide and enforce as quickly as possible free and compulsory primary education, overcome low rates of school enrollment and high rates of drop-out especially among girls, and provide programmes for out-of-school youth.
3. Provide reform of school curricula and equal curricular choices ensuring that the content of educational and training programmes is relevant to national development and the prevailing eco-system and that educational material does not perpetuate sex role stereotypes.
4. Integrate into school curricula the study of agricultural and other vocational subjects and techniques including the use of new tools and equipment with a view to developing in the younger generation a sense of pride in, and attachment to, the land and environment.
5. Ensure that courses on population education and on family life education are integrated into school curricula at all levels and in programmes of non-formal education, to raise awareness of the relationship between demographic trends and social, economic and cultural conditions and to prepare young people and adults of both sexes for responsible marriage and parenthood.
6. Provide vocational guidance and counselling to girls as well as boys in accordance with the requirements of national development.

7. Provide courses in home economics for boys and men as well as for girls and women.
8. Provide special incentives and facilities for women to encourage their participation in technological and scientific skills.
9. Make special arrangements for training for women at the village level for agricultural work, making use of modern farming principles and new intermediate technology.
10. Arrange, as part of rural development projects aimed at cutting down the rate of rural unemployment, training programmes for small-scale rural industries.
11. Organize training programmes in various activities related to entrepreneurship, commerce, and marketing, e.g. co-operatives and loan societies, access to credit, book-keeping methods, assessment of market fluctuations.
12. Provide, in view of the acute shortage and uneven distribution of doctors, nurses, paramedicals, lawyers and social workers, especially in rural areas adequate professional and vocational training for women at all levels.
13. Provide the necessary supporting measures to give effect to these proposals such as establishing training centres, organizing programmes for training of trainers and of volunteers, mobilizing national and international resources for obtaining funds and technical assistance.

C. Employment

While unemployment and underemployment are major problems in the region, the key to elevating the role of women in economic development will depend largely on their increasing participation in economic activities.

It is frequently argued that, where jobs are scarce, priority should be given to males, overlooking that the percentage of women household heads is large and that women are entitled to general access to the labour market on equal terms. Greater participation by women in all areas of employment (and not only those traditionally associated with the woman's role) is a prerequisite to attaining the objectives of development

itself. The potential for creating more paid jobs for *all* workers should therefore be stressed. Given training at different levels, both formal and non-formal, women's chances of employment and their contribution to economic productivity would improve considerably, as would their position and prestige in the family and in society. Increased gainful employment outside the home and opportunities for self-employment can be expected to contribute to needed changes in fertility levels.

Proposals for action

1. Specifically incorporate provision of employment opportunities for women in employment policies and strategies which should recognize woman's dual role and provide the services and facilities necessary to enable her to take advantage of these opportunities. In principle, services for working mothers, day care centres, creches, etc., should be provided in living areas.
2. Integrate manpower and education policies.
3. Establish in government departments and other appropriate bodies positive policies and targets for employing women in both the public and private sectors, with special emphasis on employment of women at the policy and planning levels. The principles of equal access to the whole range of economic activities and equal pay should be applied.
4. Seek new ways of developing community and entrepreneurial skills, especially among rural women, for small business ventures, manufacturing, food processing, cottage and handicraft industries, community development and social welfare activities.
5. Ensure for women access to credit on equal terms with men and encourage the establishment of co-operatives.
6. Promote integrated rural development so as to increase employment opportunities for women as well as men, to increase food production and to help reduce the rate of migration to urban areas; income-earning self-employment (outside of agriculture) and expansion of village-based services in fields such as public health, literacy and social welfare.
7. Since increasing participation by women in employment is strongly related to their access to education and training, to attitudes towards family planning, to cultural attitudes towards the role of women, and to attitudes of employers, recognize these related factors as essential elements in the approach to employment.

8. Ensure that the services required to support the employment policy are developed.

D. Health, nutrition and other social services

Programmes relating to health, nutrition and other social services should be integrated into over-all developmental programmes. While social and economic development is their primary objective, they have a significant impact on fertility and population growth.

Proposals for action

1. Give high priority to programmes of nutrition, nutrition education and maternal and child health care among all sectors of the population; include family planning as a part of these programmes, recognizing that the right to determine freely the number and spacing of children includes the right of the child and the mother to survive and to enjoy a healthy life.
2. Strengthen basic health services and in view of the scarcity of medical doctors in many areas of the region use trained paramedical workers to the fullest extent *inter alia* for such services as the provision of contraceptives and adequate follow-up for protection of the health of the users.
3. Establish or expand programmes of old age and unemployment insurance and social welfare assistance in order to guarantee a minimum level of social and economic security to all persons.
4. Provide supporting services for the family, recognizing that it continues to be an essential social institution.
5. Promote the redistribution of industry and of health, education and other services and reorder routes of transportation so as to reduce the migration particularly of males, thereby protecting mothers and children from the effective dissolution of the family and providing rural women and men with greater opportunities for employment.

E. Population

Social, economic and demographic factors are inextricably interrelated, and change in one or more invariably involves all. To alter the pattern whereby women are denied full participation in the development process involves, *inter alia*, a change in certain crucial demographic variables, i.e., age at marriage, age at birth of first child, total number of

children and the interval between births, and age at termination of child-bearing. Enabling women to determine, in relation to work and family values, whether, when and how often to undertake pregnancies is an essential factor in such change.

Proposals for action

1. Raise the minimum age of marriage for girls to 18 years, reducing the total number of years exposed to risk of child-bearing and increasing the number of years that may be devoted to education.
2. Make available to individuals and couples through an institutionalized system, such as a national family planning programme, such information, service and means as will enable them to determine freely the number of their children and the intervals at which they will have them.
3. Collect and analyse data needed to determine the level of aggregate fertility that is compatible with the national welfare, establish targets to meet that goal and to educate individual families to see that achieving it is in their interest.
4. Engage men as well as women in the effort to ensure responsible parenthood.
5. Because of the shortages of medical and paramedical personnel, promote wide community-based distribution of non-clinical methods of contraception.
6. Promote awareness of and means for improvements in conditions of infant and early childhood mortality, so as to reduce the lag in time between the decline of mortality and the decrease in fertility.
7. Utilize all humanitarian means of discouraging large families, including social security for the aged.
8. Ensure balanced demographic, economic and social development by closely relating population policies and programmes with measures adopted to improve the status of women.
9. Establish effective machinery within governments with responsibility for ensuring that priority attention is accorded to the population and family planning fields and for planning evaluation and analysis of programmes in their areas.

F. Research, data collection and analysis

In spite of a mass of demographic as well as social economic data, social indicators which would explain the status of women and data which would give a more concrete and clearer picture of their situation are not available. Programmes of analytical research and evaluation should be promoted to enable realistic planning and assessment of the evolution of the situation of women, its causes and processes and of the effects thereon of development efforts.

Proposals for action

1. Facilitate international comparisons and exchange of information by taking steps to harmonize statistics.
2. Obtain statistics in censuses and surveys on women's education, levels of skill, their participation in economic activities and on interrelated social-economic variables. These and all other statistics on social, economic and demographic characteristics should be broken down by sex, age and marital status to provide bases for comparative studies of males and females.
3. Improve the quality, coverage and definition of concepts in vital registration systems and other related systems of data collection in order to provide a sound basis for research on the role of population factors in the integration of women in development and their labour force participation.
4. Undertake and encourage in-depth studies and surveys on economic, social and demographic benefits as related to the integration of women in the development process.
5. Develop and review social indicators in order to assess periodically the status of women in development.
6. Encourage in-depth studies of the family and household situation.
7. Encourage universities and other academic institutions and governmental and non-governmental organizations to conduct research in these fields and to conceptualize the interrelationship between the status of women and fertility.
8. Ensure co-ordination between the information gathering services and the users of the data for all purposes including programme development, evaluation of progress and communications.

G. Legislative and administrative measures

The integration of women into the development processes, both as contributors and beneficiaries, depends on the attitudes and values of women as well as on the opportunities offered to them by the society. Although values and attitudes are the products of a long socialization process, governments, by enacting legislative measures and taking administrative action, can greatly influence people's behaviour and this will gradually affect changes in attitudes. Legislative and administrative measures are therefore important instruments for guiding and institutionalizing change. As a matter of urgency, relevant measures should be included in national development plans and sufficient resources should be allocated for their implementation.

Proposals for action

1. Review and enact legislation and regulations that have or may have a bearing on the status of women, their role in development and population change, including laws related to age of marriage, legal capacity, rights and responsibility when entering into, during marriage and at its dissolution, laws on taxation, inheritance, migration, education, employment (including choice of work and profession) and choice of domicile; ensure that such legislation and regulations are in accordance with the relevant United Nations instruments, including the Declaration on the Elimination of Discrimination Against Women and the international labour standards.
2. Ensure that laws provide for a minimum age of marriage for women of not less than 18 years, the registration of all marriages, the contracting of marriage only with the full and free consent of intending spouses, equal rights and duties in matters relating to their children and for the protection of the children's interest in case of dissolution.
3. Accord to women equal right with men to acquire, administer, enjoy, dispose of and inherit property, including property acquired during marriage and to ensure for women the fullest possible protection against consecutive and other marriages; ensure that all men and women know their legal rights and when possible are given legal aid free of charge in their communities.
4. Remove all legal and other restrictions on the dissemination of information on contraceptives and on the sale and distribution of family planning devices.

5. Establish appropriate administrative structures and procedures for data collection, formulation and implementation of policies and programmes, and evaluation of their implications and impact.
6. Establish national commissions and sub-commissions, committees or working groups under the appropriate national machinery, which could undertake fact-finding and comprehensive studies, paying special attention to the needs and problems of women in both rural and urban areas.
7. Establish special units to study the present situation of women in the different government departments, and to promote ameliorative action.
8. Establish within the national machinery an inter-departmental body of experts from various fields such as health, education, nutrition, agriculture, training employment, social affairs, population policies, law, trade, industry, consisting of men and women and, where appropriate, local commissions or committees with a mandate to review, evaluate and recommend measures and priorities for the integration of women in all sectors of national life and at all levels to be included into national development plans.
9. Undertake a series of assessments of the situation of women at the national, provincial and local levels, which would include a realistic appraisal both of progress and of obstacles to it.
10. Establish channels of communication and measures for co-operation with national non-governmental organizations for the advancement of women and their integration in development.
11. Ensure that qualified women are included in due proportion among their countries' representatives at international conferences, seminars, fellowship programmes, etc., in development fields.
12. Provide for intergovernmental co-operation within the region, e.g. in the form of special commissions, committees or similar bodies.

H. Non-governmental organizations

Non-governmental organizations, especially women's organizations, national family planning and other population organizations, welfare agencies, trade unions, co-operative and religious bodies, constitute important resources for development and vehicles for change. Their increased effectiveness depends on the policies of governments and the increasing involvement of trained educated younger women and men. Steps should be taken to ensure that there is co-ordination of the activities of such

bodies at the national and local levels with the activities of governments, United Nations organizations and other intergovernmental bodies.

Proposals for action

1. Assist women to organize and press for representation on decision-making and policy formulating bodies.
2. Participate in the formulation and implementation of national development plans translating them into concrete national programmes at local and central levels and encourage and co-ordinate similar programmes at the regional and international levels.
3. Exercise vigilance on and encourage the formulation and implementation of legislation to guarantee women equal rights in all fields, and make themselves heard at the local, national and regional levels.
4. Work towards changing attitudes and influencing public opinion by providing information nationally and locally to support activities which foster awareness among men and women that the emancipation of women is related to the emancipation of men and to the country's development.
5. Promote at community level, understanding, acceptance and practice of family planning.
6. In relation to all forms of discrimination, explain to women their rights and responsibilities, discuss their problems and give them legal and social assistance.
7. Offer assistance as appropriate in the fields of education, training and retraining, literacy campaigns, civic education, leadership training and the forms of training discussed in Section I.
8. Supplement public educational and training facilities by providing private schools, kindergartens, semi-boardings and boarding schools, as well as equipment, materials, finance and personnel for training programmes especially for rural women; offering scholarships to women for study within their country and abroad.
9. Help working parents with family responsibilities by setting up day-care centres and other support services for general social welfare.
10. Encourage women to achieve equal participation in decision-making at all levels and in all groups by education, legislation, changes in the attitudes of men and women and by the reshaping of public opinion.

11. Encourage further research by governments, universities and private research organizations locally and regionally on social indicators and data collection systems as a prerequisite for more effective assessment of women's progress in development and factors influencing population growth.

12. Create opportunities for part-time employment of women, assist them in establishing income earning projects, and encourage them to become entrepreneurs in commerce and industry.

13. Promote international exchange of information on the status of women with the aim of increasing understanding and co-operation among women as well as among non-governmental organizations working for the same human goals.

I. Exchange of information and experience

Support communication

An essential prerequisite to the integration of women in development is the changing of certain deep-rooted traditional attitudes in men and women regarding the role of women in present day society. For this, the planned and sensitive use of communication media will be vital. By "communication media" should be understood, not only the "mass media" such as radio, press, television and cinema, but also the millions of government and non-governmental change agents and opinion leaders who are the key communicators in development at the group and interpersonal levels. The planned combination of the mass media with the change agents is necessary for effective support communication. All proposed operational programmes and projects for the integration of women in development should have properly researched and built-in communication components, including budgets. This requires not only the incorporation of budgetary provisions for audio-visual services, but the infusion of cultural and attitudinal research and communication analysis into the formulation of such programmes and projects.

Proposals for action

1. Ensure that those responsible for the selection of news and other programme emphases in the mass media give adequate recognition to the roles and the special achievements in national life, history, and present-day development of all women, including rural women with whom a far larger number of women will identify and whose roles a far larger number of men will have to acknowledge.

2. Exert vigilance on media programmers against degrading depiction of women in e.g. drama and other entertainment, make efforts to sensitize writers, producers, and editors to their daily responsibility for the perpetuation of traditional male-dominating attitudes through the reproduction and repetition of old stereotypes.

Information exchange

Effective programming and project formulation for the integration of women in development will also require an adequate flow of factual information and of relevant experience in this field to and from the national policy-makers and planners in each country, and their international assistance collaborators.

Within each country, interested and collaborating organizations should establish an Information Reference Centre on the status and role in development of women, in their country and abroad, and should publicize this central resource to the maximum. These national Information Reference Centres should become the key repositories and points of two-way communication at the international level, including the storage and re-dissemination of documented experience on the integration of women in development from the agencies of the United Nations system, especially the United Nations Commission on the Status of Women and the United Nations Centre for Social Development and Humanitarian Affairs.

Each national centre should become an indispensable source of professionally sound, accurate and relevant information and data in this field for government authorities, academic institutions, international organizations, the media and all others for the integration of women in national development. Proper funding should be provided for this purpose.

J. Summary

Women in the ECAFE region have a crucial role to play both in the development of their countries and in the solution of problems arising from current and future demographic trends. In recognition of this, the recommendations of the Consultation aim at drawing greater attention to the needs and the possibilities for action related to promotion of greater integration of women in development. The guidelines include both short-run and long-term strategies for change, and they give special attention to basic improvements at the local level. Although specifics on the condition of women and on the current activities of governments vary throughout the region, broad agreement has been possible on several

general areas deserving priority attention. It is therefore hoped that improving women's conditions, and expanding their opportunities in such fields as education and training, employment, health, and public life, will be seen not only as a matter of social justice, but also as a significant means of achieving developmental and desired population goals.

The 31st Session of the Economic and Social Commission for Asia and the Pacific, March 1975, adopted a resolution on implementation of the Regional Plan of Action which had been approved by Member States at the Regional Conference, May, 1974.

2. PLAN OF ACTION FOR THE INTEGRATION OF WOMEN IN DEVELOPMENT ADOPTED FOR THE REGION OF THE ECONOMIC COMMISSION FOR AFRICA¹

Introduction

Examination of the situation of women, their integration in development, and of population factors, have revealed these current realities:²

(1) Women are fully engaged in the economic and social tasks in the traditional sectors of African life, often to the point of exhaustion and ill health, yet little progress has been achieved in making their tasks less burdensome and more productive.

(2) The traditional role of African women in economic life is neither evident nor acknowledged in the modern sectors of agriculture, industry, commerce and government,³ nor is their potential contribution to the modern sector included in development planning.

(3) Women's lag in opportunities has a serious effect on population factors, and both have detrimental effects on development. High rates of birth, coupled with high rates of maternal, infant and child mortality are the commonest pattern in Africa, although low fertility among women in some areas, resulting from women's poor situation and poor health, also occurs, causing anxiety in those families and countries affected.

At the Regional Seminar on the Integration of Women in Development, with Special Reference to Population Factors, Addis Ababa, June 1974, guidelines were drawn up by which national governments and local bodies, as well as international and regional organizations, might take actions to more fully integrate women into development and influence population factors. These guidelines constitute this Plan of Action for the Integration of Women in Development.

¹ Formerly issued under the symbols ST/EFA/SER.B/6/Add.1 and E/CONF.66/BP/3.

² "The data base for discussion of the interrelations between women's situation, their integration in development, and population factors" (E/CN.14/SW/37, May 1974).

³ Report of the Regional Conference on Education, Vocational Training and Work Opportunities for Girls and Women in African Countries, Rabat, Morocco, 20-29 May 1971, para. 22.

Participants at the Seminar recommended that each country should identify its own priorities within the Plan, as appropriate to the national development strategy. It was recognized and welcomed that the Plan of Action would in some areas reinforce current national development plans.

The Plan should be implemented within ten years, with a mid-term review of progress. It will commence in 1975, International Women's Year, and have its mid-term review in the final year of the Second United Nations Development Decade, 1980.

As many of the changes are achievable only on a long-term basis, the guidelines include both short-run and long-run strategies. Because the vast majority of African people still live in rural areas, where poverty is often acute, actions related to rural life are given greater attention than those directed to urban areas.

The situation of women varies across the continent. Thus, implementation of the Plan, and the urgency of particular actions within it, may also be expected to vary from country to country.

The participants in the Seminar laid special emphasis on the importance of ensuring the availability of resources, both human and financial, for the implementation of the Plan. With regard to financial resources it was stressed:

(a) That all available sources of support should be explored, including community resources and those of the various private funding agencies;

(b) That programmes for implementing the proposals should be given priority in national development plans, and this could improve their chances of attracting international and bilateral assistance;

(c) That special efforts should be made to inform both the donors and the recipients of such assistance regarding the importance of the integration of women in the process of development.

A. Organizational machinery

Efforts to widen opportunities for women to participate in development will require action by society at large through its governmental machinery, non-governmental organizations, and other groups and individuals, all of which may be supported by international and regional organizations. Appropriate machinery and administrative procedures are essential.

Plan of action

(1) *On the national level:* Where such machinery does not already exist at the national policy and planning level, the following should be established:

National commissions on women and development, consisting of leading men and women who would make policy recommendations and action proposals;⁴

Women's bureaux or permanent secretariats of national commissions, to undertake research, to formulate projects and programmes, and in general to seek women's integration in all sectors of economic and social development;⁴

An interdepartmental body of experts, consisting of men and women from various fields (such as health, education, nutrition, agriculture, training, employment, social affairs, communications and information, population, law, trade, industry), to ensure co-ordination of programmes and adequate representation within national policies and planning;

A non-governmental organizations co-ordination committee, which might assist in organizing women to seek representation in decision-making bodies, to work towards changing attitudes, to supplement public resources and facilities, and to promote international collaboration and exchange of information and experience. The non-governmental organizations should also take action to implement recommendations of national regional and international conferences relevant to women's roles.

(2) *On the regional level:* The Economic Commission for Africa is unique among the regional economic commissions in that it has already established a long-term programme for the integration of women in development. The role of the Commission in stimulating national implementation of the Plan of Action was explored and the establishment of the following additional machinery was proposed:

African Regional Standing Committee,⁴ to co-ordinate the work of the national commissions, to advise the ECA Women's Programme, and to co-operate with international and regional organizations, especially the All-Africa Women's Conference.

⁴ Recommended at Rabat Regional Conference, 1971.

Pan-African Research and Training Centre for Women,⁵ to assist Governments and voluntary agencies, including women's organizations, in strengthening the roles of women in the Africa region. The functions of the Centre would include:

Itinerant national training in rural development techniques, small industries, co-operatives, and communications;

Research and collection of information, with special attention to harmonization of data, to development of indicators of women's participation, and to diffusion of information;

A revolving fund, to support co-operative and/or individual entrepreneurship among women;

An African Women's Development Task Force, which would allow skilled women from one part of the region to serve in another area when so requested.

The programme of the Centre should stress subjects such as those related to lightening women's work, to improving administrative procedures for women's organizations, co-operatives or trade unions, to generate income-producing activities, to family life, education, and to establishing national machinery to augment women's work for development. Moreover, it would assist national organizations in their submission of applications for foreign assistance. It should also act as a clearing-house for the exchange of innovative ideas among the countries of the region. The subregions of Africa should be represented on the staff of the Centre, and particular attention should be given to top-level representation from French-speaking countries.

(3) *By the mass media*: Special measures should ensure that wide publicity is given to the Plan of Action through all means of communication—radio, press, television, and cinema. Efforts would also be made to enlist the energies of those agents of change and opinion leaders who communicate the ideas of development at the local group and interpersonal levels.

⁵ Recommended by the All-Africa Women's Conference, the Addis Ababa Regional Meeting, 1969 and the Rabat Regional Conference, 1971.

B. Education and training

The failure of girls and women to be educated and trained equally with men leads to the marginal participation of women in development efforts and in modern economic activities. The results are limited roles for women and inadequate training for the employment opportunities that may be available. A definite correlation has been found to exist between education for females and smaller family size, but the effect of education on fertility is often lost when the education does not result in rewarding employment. Co-ordination of education, training and employment strategies is therefore desirable for both developmental and demographic reasons.

It was deemed necessary to ensure equal access by girls and boys to education at all levels and to encourage parents to permit girls to continue their education beyond the primary level. Special efforts should be devoted to reducing the school drop-out rate among girls. There should be an integrated approach to education and training emphasizing needed community skills.

Plan of action

(1) Provide short-term compensatory programmes for women and girls—in literacy, numbers and non-formal education programmes;

(2) Introduce training programmes for women at the village level in modern farming principles and use of equipment, agriculture and fishing, co-operatives, entrepreneurship, commerce, and marketing (for example credit, book-keeping, and consumer education);

(3) Reform school curricula and ensure equal curricula choices for girls and boys, including agriculture and other employment-oriented subjects;

(4) Revise educational material to fit national needs and facilitate changes in attitudes, and include courses on population education and family life education in school curricula at all levels as well as in programmes of non-formal education;

(5) Provide social and vocational guidance for girls as well as boys, encouraging girls to equip themselves for a wide choice of employment opportunities.

C. Employment

To be integrated into the development effort means to have the legal right, as well as access, to the available means for self-improvement and societal improvement. Important in this respect are opportunities for both wage-employment and the generation of income through self-employment or family-employment. Unless there is greater participation by women in all areas of employment, the objectives of development itself will be hindered. Moreover, increased gainful employment and opportunities for self-employment can be expected to contribute to changes in fertility levels. Government departments and other appropriate bodies should establish positive policies and targets for the employment of women in both the public and the private sectors. Special emphasis should be given to the employment of women at the policy and planning levels, including service on international bodies and representation on delegations to foreign countries, and service in the secretariats of the United Nations and in other organizations within the United Nations system, including the specialized agencies.

Plan of action

(1) Promote employment policies and strategies to incorporate specifically provisions for wage and salaried employment, co-operative and self-employment for women;

(2) Provide public services and facilities, including those for child care, in order to support women in their multiple roles of employee, homemaker, and mother;

(3) Integrate manpower and education policies;

(4) Apply principles of equal access to all economic activities, including equal pay, availability of credit, technical services, and training;

(5) Promote opportunities for employment of women in decision-making and policy positions;

(6) Develop programmes for integrated rural development to increase gainful employment opportunities for both men and women, and improve rural infrastructure (roads, water supplies, electricity, village-based services);

(7) Recognize the major role of rural women in the agricultural and marketing sectors, and provide training, equipment, village technology, public transportation, water and other facilities to increase their productivity and to improve their lives and the lives of their families and societies.

D. Mass communication media

Because the mass media may influence thinking and shape opinions, they can play an important role in the formation of new attitudes concerning the roles of men and women in society. The mass media may promote the integration of women in development by helping to remove prejudices by publicizing the need for women to contribute their talents as full partners with men and their capability of doing so.

Plan of action

(1) Support of governmental and non-governmental organizations for research on the mass media to determine the image of men and women they portray, their influence in changing attitudes on traditional roles of women, and their capacities to stimulate those legislative and cultural changes resulting in greater equality of men and women.

(2) Vigilance by governmental and non-governmental organizations over communications material to ensure that information shall be provided to men and women on the current situation of women and how such a situation can be improved, on the changing roles of men and women in contemporary society, and on employment and training programmes for the advancement of women.

(3) Efforts by governmental and non-governmental organizations to achieve a greater share for women of the decision-making positions within mass media employment.

E. Health, nutrition and social services

Improved access to health, nutrition and other social services is essential to the full participation of women in development activities, and to a general improvement in the quality of life. To be fully effective, these services should be integrated into over-all development programmes, with priority given to rural areas. While the primary objective of such services is social and economic development, they also have a significant impact on fertility and on population growth.

Plan of action

(1) Provide easily accessible water supplies (including wells, dams, catchments, piping etc.) for safe potable water to improve health conditions and to reduce the burden of carrying water (which falls mainly on women and children);

(2) Strengthen basic health services, using trained medical and paramedical workers to the fullest extent, including in such services the provision of contraceptives with adequate follow-up for protection of the health of the users;

(3) Develop nutrition programmes for boys and girls, women and men, including nutrition education in all schools, and improve local food production, processing, preparation, storage and conservation;

(4) Provide supportive services for the family, including unified health care delivery systems, child care, assistance to the mother, and advice on growing and use of local foods;

(5) Expand the coverage of programmes for old-age pensions, unemployment insurance, and social welfare assistance, in order to help guarantee a minimum level of social and economic security for all persons.

F. Population

Social, economic, and demographic factors are closely interrelated, and change in one or more invariably involves all. Alterations to the pattern in which women have been denied full participation in the development process involves, among other things, changes in certain crucial demographic variables such as age at marriage, age at birth of first child, spacing of children, and total number of children. A decisive factor in such changes is enabling women to determine, in relation to work and family values, when and how often to bear children.

Plan of action

(1) Raise the minimum age of marriage where appropriate;

(2) Make available to individuals and couples, through an institutionalized system such as a national family planning programme, the information and means to enable them to determine fully the number and spacing of their children, and to overcome sterility;

(3) Involve men as well as women in the effort to ensure responsible parenthood;

(4) Ensure balanced demographic, economic, and social development by closely relating population policies and programmes with measures to improve the situation of women;

(5) Utilize all humanitarian means (including adequate social security for the aged) to encourage the family size that is appropriate to national objectives;

(6) Promote awareness of the deleterious effect on the health of the mother and of pregnancies during early adolescence and beyond the age of 35 years, and awareness of the decreased chance of survival of the child;

(7) Provide education on maternal and child health, and on the means for improving the conditions of infants and young children;

(8) Provide services to improve the conditions of elderly persons, particularly in the rural areas.

G. Research, data collection and analysis

Despite a relative abundance of some varieties of demographic, economic and social data, the indicators which would explain the situation of women are not readily available. These indicators can be developed, however, once the need for them is understood. It is difficult, but not impossible, to measure the extent of women's present involvement in economic activities, and the positive and negative impact of modernization and development efforts on their work-loads and their lives. Moreover, the various factors that may facilitate or constrain the provision of wider opportunities for women and the establishment of population policies are not adequately studied. Such data are needed as bases for action programmes, for the evaluation of interrelationships, and for assessing the effectiveness of programmes.

Plan of action

(1) Promote collection of relevant material and develop simple indicators on the quality of life; and on changing conditions of women, including those pertaining to education, employment, food and nutrition, access to health services, and availability and disposition of income;

(2) Include, in censuses and surveys, data according to urban and rural residence within that collected for sex, age, marital status, family composition, education and skill levels, and participation in both modern and traditional economic activities;

(3) Measure the extent of women's activities as regards food production (cash-crop and subsistence), water and fuel supply, marketing, trans-

portation, and participation in local and national planning and policy-making;

(4) Study the causes and effects of the prevailing images of women and their roles, including cultural roles;

(5) Study the division of labour and the time-budgets for women as compared with those of men, with regard to both economic and household activities;

(6) Encourage data collection as a part of all programmes and encourage universities and other bodies to conduct research on family and household situations, including the extent of households in which the head is a woman, and on the economic, social and demographic benefits of the wider participation of women;

(7) Establish mechanisms for the exchange of information and experience;

(8) Conduct research to support the planned use of communication media and of agents of change within activities for the integration of women in development and for the modification of demographic patterns;

(9) Carry out studies on the effects of polygamy upon women, for example on the threat posed by younger wives to continuation of economic and social security for older wives.

H. Legislative and administrative measures

Legislative and administrative measures can be instruments for accomplishing the full integration of women in development. The passage of laws, the enactment of administrative measures, and the enforcement of these can open up equal opportunities and equal responsibilities for women in the economic, social, political and cultural life of their countries. Through them, Governments can guide and institutionalize changes in attitudes towards the role of women and can enable women to achieve the equality with men which is envisioned in the Charter of the United Nations, in the Universal Declaration of Human Rights, in the Declaration on the Elimination of Discrimination against Women, in various international labour standards, and in other international instruments.

Where such legislation does not exist, women's organizations should support its introduction, and where the legislation does exist, they should investigate the extent of its implementation. Public information cam-

paigns should also ensure that women as well as men shall have a full understanding of their legal and civil rights, and that they shall be aware of measures they can take to enforce those rights.

Plan of action

(1) Accord women equal rights with men in the field of civil law and in particular:

- (a) The right to equality in legal capacity, including the right to contract, sue and be sued;
- (b) The right to acquire, administer, enjoy, dispose of and inherit property, including property acquired during marriage;
- (c) The same rights as men with regard to the law on the movement of persons;

(2) Accord women equal status with men in marriage and in particular:

- (a) The same right as men to free choice of a spouse and to enter into marriage only with their free and full consent;
- (b) The same rights as men during marriage and at its dissolution, particularly in respect to property rights;
- (c) The same rights as men with respect to parental rights and duties;

(3) Remove legal and other restrictions on the dissemination of information concerning family planning and on the sale and distribution of contraceptives devices;

(4) Provide legal aid, where possible free of charge, in both rural and urban areas;

(5) Promote the ratification by national governments of the conventions of the International Labour Organisation, especially where these concern the provision of benefits to women.

I. Summary

Women in the region of the Economic Commission for Africa have a crucial role to play both in the development of their countries and in the

solution of problems arising from current and future demographic trends. In recognition of this, the recommendations of the Seminar seek to draw greater attention to the needs and the possibilities for action related to promotion of greater integration of women in development. The guidelines include both short-run and long-term strategies for change, and they give special attention to basic improvements at the local level. Although specifics on the condition of women and on the current activities of Governments vary throughout the region, broad agreement has been possible on several general areas deserving priority attention. It is therefore hoped that improving conditions for women, and expanding their opportunities in such fields as education and training, employment, health, and public life will be seen not only as a matter of social justice, but also as a significant means of achieving developmental and desired population goals, and further enrichment of the culture and personality of all African peoples.

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3. PLAN OF ACTION FOR THE INTEGRATION OF WOMEN IN DEVELOPMENT ADOPTED FOR THE REGION OF THE ECONOMIC COMMISSION FOR WESTERN ASIA (ECWA)¹

INTRODUCTION

Foundations of the Plan of Action

1. The Regional Plan of Action for the Integration of Women in Development in the ECWA Region has national, regional and international basis. At the national level, the basis is the realities of the social situation in each country of the region, as it endeavours to meet the challenges of development for its people. On the regional level, a common historical and cultural heritage unites the countries and peoples of the region as part of the Arab nation, with continuous efforts toward greater economic, social and cultural integration. This plan is also based on principles adopted by the United Nations and its various organizations in their declarations, charters and conferences aimed at promoting international co-operation.
2. National development plans in the countries of the region include various programmes and projects aimed at improving the quality of life of both men and women. In spite of the difficulties and obstacles impeding the processes of planning and implementation, national development planning in general, and the development of human resources in particular, have become established policy in the countries of the region.
3. As part of the Arab World, the region is witnessing increasing endeavours towards economic integration and co-operation, directly among its countries, through Arab regional organizations such as the League of Arab States and its specialized agencies, or through the economic and social development funds. With regard to the role of women in development, this integration and co-ordination are manifested in the numerous conferences and seminars held at the regional level. The Declaration of Social Action of the Arab States, issued in 1971, asserted, among its Fundamental Principles, that "Men and women are partners in life and destiny and they must work together to build a life based on co-operation and equality". The national plans and development programmes of the countries of the region affirm that human beings, both men and women, are the ultimate objective of all development activities. Simultaneously, they are the creators of their own development and only with their effort can development be achieved. All countries in the region have realized the necessity for increasing the capacities of women, both as a goal for and a means of

¹ Formerly issued under the symbol E/ECWA/SDHS/CONF.2/8.

development, to enable them to play a more active role in the building of society as equals to men.

4. The global initiative of the United Nations was highlighted in the Mexico Conference, the adoption of the World Plan of Action for the Integration of Women in Development and the designation of the period 1976–1985 the United Nations Decade for Women Promoting Equality, Development and Peace. These actions have led to greater concern and efforts in this region to achieve the goals of the Decade. Vigorous efforts are needed to achieve equality between man and woman, to integrate women in development activities and to enhance the increasing role of women in the establishment of friendly relation and co-operation among nations.

5. With a view to facilitating these endeavours, representatives of members of the Economic Commission for Western Asia met at the invitation of the United Nations Centre for Social Development and Humanitarian Affairs and the Economic Commission for Western Asia to formulate a regional plan of action for the integration of women in development. The elements of the plan are based on the present conditions of women in this region, the assessment of their role in the sphere of development, and the definition of the policies, legislation and programmes that should be adopted to enable the Arab Women to participate effectively in contributing to the present and in shaping the future of their societies. Within an integrated framework of economic and social development, the Plan aims at the betterment of the Arab individual and the effective attainment of national goals. It is hoped that this plan will provide guidelines for national plans and programmes, for joint regional activities, and also for the types of assistance that can be provided—at the request of governments—by the United Nations and international bodies to help achieve the goals of the Decade for Women in this region.

Some Indicators of Women's Social Situation in the Region

6. According to the 1975 censuses and estimates the general population of the countries of Western Asia totals approximately 86 million persons, around 58 per cent of the population of the entire Arab World. The average rate of population growth is around 3 per cent per year, with high rates of fertility. This rate of growth represents one of the major factors, at least in the short and medium term, which development planners have to take into consideration in setting objectives and in allocating resources. With the exception of the oil-producing states in the region where special conditions prevail as a result of labour migration, the demographic structure in the other countries of the region is characterized by the youthfulness of the population, since the population aged 15 years or less accounts for over 48 per cent of the total population.

7. In the region as a whole, the rate of the economically active population is very low, ranging from 22 per cent to 32 per cent of the total population with the female participation rate varying from 3.5 per cent to 18.5 per cent of the total population. In the non-agricultural sector, the average activity rate of women over the age of 15 does not exceed 6 per cent in the countries of the region. It fluctuates between 3.5 per cent and 15 per cent of the total workers aged 15 years and above.

8. In considering infant mortality, in direct relation to the living conditions of mothers, high rates of infant mortality are to be found in the countries of the region. The 1975 statistics show that infant mortality rates are more than 100 per thousand for those countries maintaining relatively accurate statistics. Estimates in countries which do not possess accurate statistics exceed 200 per thousand. Only one country of the region shows a low infant mortality rate, 41 per thousand. Despite appreciable progress in general health standards as a result of the expansion of medical services, such indicators demonstrate the need to improve health standards in general.

9. Educational statistics indicate that the illiteracy rate among women is higher than that among men. According to 1975 statistics the average illiteracy rate in the countries of the region is around 47 per cent of the total number of males aged 15 and above, but exceeds 70 per cent among women. The difference between the two rates in countries of the region varies from 20 per cent to 60 per cent. One study of the literacy situation reveals the relatively slow progress being made in female as compared to male education in the Arab states in general. Between 1960 and 1970 the illiteracy rate among males dropped from 71.6 per cent to 60.5 per cent while the rate for females during the same period dropped from 90.7 per cent to only 85.7 per cent.

10. Great attention is being directed towards girls' education in all countries of the region, although the introduction of modern education varies in accordance with the historical circumstances of each of these countries. Thus, while girls' education in some of the countries in Western Asia was first introduced in the early nineteenth century, in other countries girls' schools were only established after national independence and the opening up of the country to the outside world in the early sixties or even in the early seventies. The efforts made to promote girls' education are clearly reflected in the increased proportion of girls (ages 6-24) enrolled at various educational levels in the Arab countries as a whole. This proportion rose from around 14.3 per cent in 1960 to around 25 per cent of the total number in this age group in 1975. It is also noteworthy that the proportion of females in the total number of students enrolled at various educational levels is increasing.

11. In spite of all this progress, over 45 per cent of girls do not attend prim-

ary school owing to the lack of educational facilities. Although some countries of the region have provided facilities for all or most of their girls of primary school age, the least developed countries have only succeeded in enrolling 15 per cent to 20 per cent of the girls in the compulsory school age. Furthermore, girls' education in general suffers from the problem of school drop-outs and the obstacles posed by certain economic conditions and social values to progression from one educational stage to another. In addition, the low proportion of girls enrolled in technical and vocational schools and training institutes, with their traditionally narrow scope and content, is noticeable since the proportion of girls receiving technical/vocational education, as compared to those receiving general education, is at best 18 per cent. In some countries the proportion is negligible. In many other countries, this proportion does not exceed 4 per cent.

12. Female workers in the agricultural sector represent the vast majority of all women contributing to economic activity in those countries where agriculture constitutes the principal economic activity. The proportion of female workers in this sector ranges between 60 per cent and 80 per cent of all female workers. Despite the absence of detailed statistics it can be reasonably assumed that most female workers in the modern economic sectors are concentrated in the service, commercial and financial sectors with only a low proportion in the industrial and commodity producing sectors.

13. The statistical data and surveys which provide various indicators for the assessment of the situation of Arab women and the monitoring of their progress in a time series are extremely rare. Available data can only provide rough approximations of the main features of women's situation in this region and of the continued endeavours required for their integration—as contributors and beneficiaries—in the developmental effort.

Basic Development Factors in the Region and their Relevance to the Integration of Women

14. The region of Western Asia is characterized by the diversity of levels of economic and social development. While some of its countries are among the world's richest, with regard to average income per capita, others are classified among the least developed countries. Some of the countries are characterized by a high population density and a relatively large reserve of trained manpower, while others have a relatively low population density and lack qualified manpower. In its positive aspect this variance offers scope and opportunity for integrative activities at the regional level since, together, these countries are endowed with the necessary combination of material and human resources. Through integrated planning the development process could be accelerated to a large extent by collective self reliance and

mutual co-operation among the countries of the region, combined with the technical assistance that could be provided by the international community.

15. The region is characterized by rapid economic and social changes in all aspects of life as a result of internal and external developments. New challenges have emerged requiring a review of the responsibilities of both men and women and requiring them to meet the challenges, to achieve the goals of economic and social development, and to better the life of the Arab individual.

16. The culture of Western Asia is based on the spiritual values of religions that had originally appeared in the area. The promotion and consolidation of these values represent one of the principal constituents of development and progress. In this cultural background and deep-rooted historical heritage, the woman is esteemed as man's sister. This historical legacy provides examples of women's roles in the Arab civilization in the fields of science, politics, law and literature. Furthermore, the contribution of Arab women to the political struggle and public life in modern times cannot be overlooked. Nevertheless, there is a residue of spurious values and attitudes that accumulated during the periods of decline and stagnation of the region's culture. These residual values are impeding effective participation of women in Arab society and restricting their role within a limited, stereotyped context incompatible with the requirements of development.

17. Women's integration in economic and social development and their participation in community activities is an established fact. In rural areas within the region, women are undertaking many agricultural tasks and engaging in various domestic crafts and cottage industries. Women have also entered the labour market in a number of modern economic sectors in the towns and cities. The traditional division of labour between men and women, both in and outside the home, has its origin in a pattern of social equilibrium linked to a subsistence economy. Presently, the new social equilibrium is complicated by linkages with market economies making it necessary for all human resources, both male and female, to be drawn into national life and to be involved and trained for effective participation in all development activities.

18. Up to now, women's role has been limited to wife, mother, rearer of children and housewife. In recent years, women have entered the labour force, towards the acceleration of the development process. Therefore, there is a pressing need for efforts to be made to help them to play their role in bringing up the children and for changing attitudes in such a way as to induce men to take on more responsibilities in this role. This necessitates co-operation between men and women within the home for a better social and psychological upbringing of children.

19. A sound approach to the integration of women in economic and social development in the region must begin with a study and assessment of the present situation in each country and in the light of regional and international prospects for co-operation. It is essential that women's effective participation should proceed rapidly at three levels:

(a) participation in the formulation of policy planning and decision making;

(b) participation in the execution of policies and plans and expansion of work opportunities for women; and, (c) benefiting from the fruits of their work on an equitable and equal basis with men. The integration of women becomes a question of "give and take", rights and responsibilities, efforts and enjoyment. It is not conceived as a superficial process of modernization, nor as blind imitation of the course followed in the "advanced" patterns of industrial development. It is, however, an essential creative and constructive cultural development towards the freedom of both men and women to prepare them and enable their full capacities to be used in the enrichment of individual and social life. The process of integration cannot be confined to the mere demand for women's legitimate human and national rights but encompasses, with equal weight, their obligation to shoulder their responsibilities in their various roles in the community.

20. Development issues in the countries of Western Asia need to be tackled within the framework of an integrated process of cultural reconstruction in which the community can assert its identity and social realities. The core of this reconstruction process is the continuous satisfaction of the physical, mental, spiritual and social needs of human beings (men and women), the achievement of equality of opportunity through developmental efforts and the compensation for the less fortunate sections of society to enable them to participate effectively in the development of their society and to benefit from the fruits of their work. In order for developing countries to create alternative patterns of development compatible with their present situation and future aspiration without imitating the development patterns of the industrial world, planning and project implementation should be focused on the increasing satisfaction of basic human needs, rather than on mere economic growth and capital accumulation. This requires the formulation of integrated policies and programmes and the adoption of new methods of developmental action in such a way as to allow broader and deeper scope of participation for both men and women. At the same time, this pattern of development would entail the definition of specific priorities and programmes for women in order to make up for the lag in their development opportunities. The priorities should be a major constituent of a general strategy for establishing special priorities for various deprived social groups in rural, nomadic and urban settlements. A strategy based on these considerations is essential for ensuring social balance and cohesion within the fabric of society.

21. The achievement of the goals of economic and social development is dependent on the effectiveness of institutions and organizational structures for planning and on the ability to provide valid indicators for the establishment of priorities. It is also affected by the matching of goals and financial resources. Since the administrative planning and financial institutions lag behind expected performance, they hinder the achievement of human and material development. At the same time, these institutions form an obstacle to the integration of women in development, as they consider this subject to have secondary priority.

22. One of the major issues severely impeding stability and development in the region is the Israeli occupation of territories belonging to the Palestinian people and to other countries. The liberation of the land and the legitimate national rights of the Palestinian people are still the core of many issues in this region with all their political, economic, social and psychological dimensions, so that political responsibilities take priority over development plans. These issues are matters of urgent concern to the international community with all their implications.

Plan of Action—Characteristics, Aims and Means

23. Based on the above premises and goals of the integration of women in development in the countries of Western Asia,

Realizing the urgent need to accelerate the development process and to make effective utilization of material, financial and human resources in a manner consistent with the aspirations of the people in the region,

Affirming that human beings are the ultimate goal of development and that they are, at the same time, its means and resources, within the framework of their deep-rooted cultural values and the requirements of the contemporary life,

Believing in the role of the Arab women, who constitute half of the manpower, and the greater proportion of whom are unemployed or underemployed and whose potential has not yet been utilized,

Confirming the historical circumstances to which Arab women have been subjected in this region, which have impeded their full participation in economic, social, cultural and political fields, and have made their opportunities, rights and responsibilities unequal to those of men,

Seeking to focus attention on the formulation of policies, the establishment of plans and the implementation of programmes designed to achieve increasing participation by women in the labour force and in the various areas of socio-economic development,

Supporting the woman's role in the home and her joint responsibilities with the man for the upbringing of children and home management,

Urging governments, regional and international organizations, and women's societies and organizations to review and appraise their efforts in

the field of women and family oriented programmes,

Recalling the principles, and recommendations laid down in the World Plan of Action adopted at the Mexico Conference and voiced at numerous national, regional and international conferences held in connexion with women's role in development,

The Regional Plan of Action for the Integration of Women in Development in Western Asia deals with the issues, recommendations and action proposals outlined in the following manner:

- A. Action at the Level of Planning and Implementation;
- B. In the Legal Field;
- C. In the Field of Education and Training;
- D. In the Field of Labour and other Economic Activities;
- E. In the Field of Family Services and Welfare;
- F. In the Field of the Formation of the Family and Personal Status Matters;
- G. In the Field of Improving the Conditions of Bedouin and Rural Women;
- H. The Palestinian Women;
- I. The Role of Mass Media and Culture;
- J. The Role of Women's Organizations and Associations;
- K. The Role of Studies, Research and Data Collection;
- L. Regional and International Co-operation.

PART I. ACTION AT THE NATIONAL LEVEL

A. Action at the Level of Planning and Implementation

24. Action to improve the conditions of women and to provide them with equal opportunities with men requires that the development of human resources should be a primary objective of planning, a fact which requires the adoption by governments of measures and policies at the national level. In certain cases it may be necessary to introduce changes in economic, social and institutional structures to counteract residual historical constraints to

enable women to carry out their full responsibilities as citizens. The responsibility for efforts promoting this lies primarily with the government and its public institutions. However, an important and significant role must also be played by political organizations, unions, women's associations, intellectuals, the media, professional associations and other groups with nation-wide influence. Policy makers in all these organs must be convinced and knowledgeable about the objectives and needs of the integration of women in development. This can help to form a public opinion conducive to a rectification of the situation of women and receptive to the establishment of the necessary national policies in this regard and the execution of programmes which lead to the advancement of women, socially and economically.

Proposals for Action

- a. To ensure the adoption and promotion by the government and its executive leaders at all levels of the objectives and necessity of women's participation in development as an integral part of general national policy, within the distinctive cultural and civil framework;
- b. To formulate policies and implement the necessary measures to improve the living conditions of women in all developmental sectors and to afford them equal opportunities with men to benefit from the various educational, health, social, cultural and other services for the improvement of living standards; and to exert additional efforts to close the existing gap between the opportunities afforded to the two sexes as soon as possible;
- c. To set the objective of a successive increase in women's proportional participation in the productive labour force as one of the main targets in national development plans, to ensure that this objective is not left as a by-product of investment and development activities in general, and to give due consideration to this objective in national planning beginning with the forthcoming development plans to be initiated in most countries of the region in 1980;

- d. To provide wider representation of women in decision making, policy formulation, and defining the planning priorities at all levels, at national, regional and international conferences and seminars, to create a suitable atmosphere as well as the needed requirements to implement the plan;
- e. To support national women's commissions, women's bureaux and other governmental machineries concerned with women's affairs; to initiate the early establishment of such organizations in countries where this has not already been done, and to include in their membership representatives of ministries and bodies concerned with planning and co-ordination of programmes related to women's activities, in order to ensure the effectiveness of programmes and their compatibility with the needs of various groups of women and to ensure monitoring and the co-ordination of implementation;
- f. To undertake studies and research in connexion with national planning needs, particularly the planning of human resources (of both men and women), with special emphasis on field surveys, in order to assist in monitoring and evaluating the national plan and to provide a more objective assessment of the opportunities and services available to women and the difficulties hampering the achievement of the planned targets, with a view to overcoming constraints in subsequent planning exercises;
- g. Stressing the necessity of the participation of the decision makers and executives in conferences and seminars which deal with the objectives of integration of women in development, as developmental activities and not merely as women's activities.

B. In the Legal Field

25. In many cases, the achievement of effective participation of Arab women in development requires the promulgation of the necessary laws and legislation to provide women with parity of status with men with regard to civil status and legal rights. Sound legislation is undoubtedly an important instrument for the attainment of the desired steps in development. However, legislation as an instrument can only become effective if both the letter and the spirit are strictly applied. In addition, the achievement of greater participation of women in development requires a parallel development of social and cultural values and traditions through national campaigns to stimulate awareness of the requirements of development and progress.

Proposals for Action

- a. To ensure that constitutions and laws of the State stipulate full equality between men and women with regard to their rights and obligations, as well as to ensure the implementations of these constitutions and laws;
- b. To ensure that constitutions provide for equal rights between men and women in the exercise of political rights, including the right to stand for election as well as to vote in various bodies of political representation, and to make compulsory the right to vote for women as is the case for men, in countries whose laws and constitutions have not already made these stipulations;
- c. To raise the consciousness of women with respect to the importance of exercising their political rights as well as to adopt the required measures for the political enlightenment of women, making use of mass communication media in order to removing certain burdensome traditions which hinder the positive exercise of these rights;
- d. To urge the Arab countries to apply the United Nations Declaration issued in 1969 on the elimination of discrimination against women and to ratify all United Nations conventions related to the rights of women, if such ratification has not taken place already;
- e. To urge the Arab countries which did not ratify the ILO conventions relating to conditions of labour, protection of workers, protection of motherhood and other conventions to ratify them and adopt the necessary measures to implement them;
- f. To ensure equality between men and women in labour laws and legislation, and abolish all discriminatory regulations in countries where this has not already been achieved; to stipulate particularly in labour laws that maternity is a public service, including provisions to enable women to carry out their roles as mothers and workers; to assure women's right to receive termination of service compensation; to combine their pension with that of their spouses, as well as their right to return to work while retaining their rights acquired through service;
- g. To strive to enact laws which guarantee the right of rural women to acquire property in the framework of agricultural reform as well as their right to participate in existing co-operatives;

- h. To enact necessary laws and to take the necessary measures which govern employment and protection of nationals, men and women, in transnational corporations;
- i. To establish a specialized body to review administrative regulations and procedures which might hinder women's enjoyment of equal rights guaranteed to them by law and to adopt measures to close the gap between de jure and de facto situations, assuring that the national commissions for women, wherever established, are represented in this specialized body;
- j. To establish means to promote the awareness of women at all levels and to encourage women's appointment to the legal profession, including judges, as a step towards the realization of legal equality.

C. Education and Training

26. The governments of the region have attached great importance to the improvement of the educational and training standards of their human resources, both male and female. They have made great strides in the expansion of all levels and types of educational opportunities. They spend, both in terms of recurrent and capital expenditure, on education a sizeable proportion of their national income which exceeds, on the average, 5 per cent of the GNP, and about 15 per cent of annual budgets. In spite of this effort, the available educational opportunities remain well below aspirations. The development of education in the region suffers from lack of internal efficiency of the educational system itself, as well as those related to its external efficiency and employment opportunities. Furthermore, a number of social and cultural factors in certain areas tend to minimize the value of education, especially for girls.

27. While the literacy rate differs from one country to the other in the region, it is generally low. As mentioned earlier, the literacy rate for women is much lower than that for men in every age group. While it is true that the illiteracy rate is generally declining in the countries of the region, the absolute number of illiterates as a whole is actually on the rise. The major reason for this is the increase in the number of illiterate women, especially in the rural areas and in the poorer quarters of towns and cities. Even though the rates of enrolment in the compulsory elementary school cycle are improving, the gap remains wide between boys and girls in some of these countries. Except for a limited number of ECWA countries, discrepancies in enrolment ratios between boys and girls tend to increase in the higher cycles of education. Families, in deciding to keep their children in school through the secondary and higher education cycles, tend in most cases to favour boys

over girls. This preference is a response to both economic conditions and social values.

28. Educational problems in the region are not limited to quantitative aspects, but also create unequal educational opportunities between boys and girls. Qualitative problems are equally pressing. The rigidity of the educational content and the limited variety of institutions and curricula affect the choices of both male and female students. In many of the ECWA countries there is little correspondence between existing academic structures and the various types of skills and know-how required by the expanding employment market; hence, the phenomenon of unemployment in some ECWA countries among men and women who have graduated from universities was created.

29. The opportunities for technical education and vocational training for girls remain limited—despite the expansion that has taken place recently in this area. The opportunities that do exist are limited to a number of traditional skills related to the woman's role as housewife. Given the constraints of social norms and the traditional character of women's training institutions, vocational training opportunities for girls are limited in scope and do not allow for entry into diverse activities.

Proposals for Action

- a. To adopt comprehensive educational policies and plans as integral parts of over-all socio-economic planning, so as to provide for a diversity of skills in the labour force—for both men and women; to promote, without discrimination as to sex, the development of the full capabilities of individuals and to prepare them adequately for productive employment within the priorities in the development plan;
- b. To fully implement a policy of compulsory primary or basic education, to expand the capacity of school enrolment for girls at this level, and to adopt educational measures and social incentives (such as school meals and school health care) necessary for diminishing the high drop-out rate for girls; and to establish a time limit for the enrolment in schools of all boys and girls of the compulsory school age;
- c. To pay sufficient attention, on the part of the responsible ministries and authorities, to the quality and the methods of education at child care centres and kindergartens and to the expansion of these institutions, as well as to provide the necessary training to female teachers of this level, in order that children receive a sound

education during this crucial stage of their personal and social growth;

- d. To encourage girls to pursue their education beyond the compulsory level and into the various areas of specialization including technical and vocational training compatible with their abilities and talents, to study the current factors that deter capable students from pursuing their studies, and to provide needed incentives, including free boarding facilities;
- e. To review text books and rewrite those parts that reiterate the sex-stereotyped roles of men and women in society, with a view to correcting the traditional image of Arab women that portrays them as making no contribution to their society beyond the walls of the home and the world of the household;

To orient school curricula towards a sound equilibrium in its scientific, vocational and cultural goals for establishing a common culture for boys and girls, thus promoting the constructive interaction of the two sexes as partners in life. This common culture, in addition to other topics of civic education, should define the responsibilities of the two sexes in the development of modern society, develop an awareness of the issues of scientific and technological progress, and promote a sound approach towards responsible fatherhood and motherhood in the formation of the family and the rearing of children;

- g. To pay attention to developing educational methods that prepare students for their participation in developmental activities for the achievement of economic and social goals and the use of methods which promote individual creativity, initiative, respect for the other sex and responsibility;
- h. To increase the enrolment of girls in technical education, expand facilities for technical training, diversify the variety of specializations taught therein and encourage girls to enrol, thereby increasing the scope of employment and productivity available to them;
- i. To expand opportunities for women to enter higher scientific and technological fields of specialization to which they can make creative contribution, and to provide increased scholarships to women for higher specialization at home and abroad;
- j. To adopt comprehensive strategies for the eradication of illiteracy

among adult men and women, giving priority to the age group 15–35 years; to open educational institutions for the age group of 8 to 14 who are not enrolled in primary schools; to develop suitable curricula and methods so as to render adult education functional and relevant to the needs of adult men and women;

- k. To promote the return of drop-outs to schools at their former level and to administer positive and negative incentives for regular attendance in adult education programmes; also to develop curricula and methods suitable to the needs of men and women in their work and daily life, and to use strategies to promote the regular attendance of housewives in literacy and other adult education classes;
- l. To consider the eradication of illiteracy, within a feasible time limit suitable to each country's circumstances, as an integrated national effort in which political organizations, trade unions, women's and civic associations, and co-operatives participate with the concerned government specialized bodies;
- m. To maximize the use of mass media, especially television, as a useful tool in the eradication of illiteracy and in the education of adult women inside the home and within the family environment;
- n. To work at including in-training programmes for elementary education teachers, in their respective institutes, the subjects of health, nutrition, poultry and agriculture, in order to assist teachers to perform their duties as social counsellors in their own environments;
- o. To develop vocational training techniques using modern educational methods and to increase vocational training opportunities for women in different skills, especially in the new skills required in development projects and to provide such training either at special centres or on the job;
- p. To organize non-formal studies and education programmes for women by correspondence through the mass media, through practical demonstration studies, and through in-plant training, so as to improve their knowledge and skills, and to enable them to return to active life if they have left it for a certain period because of family responsibilities;
- q. To provide adequate and organized in-service training for women in the different fields of employment to increase their productive

abilities, to expand present and future training opportunities for women engaged in management, in production, in government service and in private and public sector industries.

D. Labour and other Economic Activities

30. Aside from the participation of rural women in agricultural activities, the proportion of women in the active labour force in each of the ECWA countries remains low. Women's participation tends to be concentrated in specific sectors and to be limited to occupations traditionally considered "appropriate" for women.

31. Despite the fact that the ECWA countries have recognized the right of the working women to equal pay with men, several studies have revealed that the average wages for women are actually much lower than those for men in various economic sectors. The opportunity for promotion remains lower for working women, especially promotion to executive positions. In addition, there are specific jobs that are completely closed to women. In some countries, areas of discrimination between men and women are evident in social benefits, and even in minimum entitlements particularly in the private sector. Furthermore, opportunities for working women to improve their productive abilities at work have not received adequate attention.

32. Women make up a small proportion of the labour force. This can be partially explained by the fact that many women face the problem of having to leave their work upon marriage and upon having children. Dropping out from work is particularly prominent among low-income working women. It is quite difficult for women to return to work after interruption for any period of time. In the more congested cities women are faced with difficulties in transportation. Finally, social pressures on women persist, while they endeavour to reconcile their diverse responsibilities.

33. The emphasis laid upon the importance of the participation of women in the different economic activities of the labour market does not in any way diminish the economic and social value of their work as mothers and housewives. While national accounts have not yet developed a statistical method for estimating the monetary value of this work, it is nevertheless important that the demands of work within the household be studied in terms of facilities and services that will permit women to carry out optimally their responsibilities in this sphere.

Proposals for Action

- a. To formulate strategies for increasing the rate of the participation

of women in the labour force as an integral part of the development of human resources. The aim is to provide the necessary labour force to achieve the objectives of socio-economic development in all sectors, and to identify planning indicators for the increase of these rates in short, medium and long-term planning;

- b. To establish programmes and policies required to encourage women to enter the various new professions—in addition to the traditional professions practiced by them—and to equip them for these jobs and professions through measures taken by governments, the labour unions, and the employers, and through educational and training programmes;
- c. To introduce necessary legislation concerning equality between men and women in wages, social security and promotion opportunities in countries where the laws have not yet provided for such rights, to monitor the strict conformity to these laws and to impose preventive penalties in case of their contravention; to ensure also the right of women to take legal action in case of discrimination against them on grounds of sex or marital status;
- d. To formulate policies necessary to encourage women engaged in various fields of artistic activities, offering material and moral incentives in appreciation of their enriching role in the development of society and culture;
- e. To set a minimum wage policy and to monitor its application, particularly in small factories, small stores and household jobs;
- f. To enact legislation for the protection of minors, male and female, from exploitation at work in household jobs or through involvement in the labour market before maturity and before they receive proper vocational training which ensures their integrity and safety;
- g. To create training and cultural programmes suitable to diversified educational and social levels, for men and women; to promote the proper skills and knowledge for family planning and to enlighten women of child-bearing age in their home and family activities;
- h. To raise the consciousness of women to benefit from consumer education and guidance towards optimum use of family income with a view to making women's household work an enlightened job having an economic and social value and contributing to the realization of development plans, and not representing a liability thereon;

- i. To provide procedures and facilities in order to permit women to combine family and work responsibilities in a way that will ensure that neither responsibility will have a negative effect on the other, and that, in particular, women will not have to leave their work; to provide also transportation facilities, services for food, popular restaurants and ready made clothing which would aid women to work regularly;
- j. To urge governments to include in labour laws and regulations special articles supporting part-time work for women, flexible employment hours and nursing periods which would correspond to women's needs within the context of their increased participation in development; also to ensure that the maternity leave period would conform to ILO conventions;
- k. To provide a variety of incentives for those private sector organizations which employ large numbers of women, whenever they provide good social, cultural and health standards and conditions for women workers and to exempt from taxation expenses spent in these areas;
- l. To provide child welfare institutions such as child care centres and kindergartens, to give priority in these facilities to the children of working women, and to encourage government and public sector institutions as well as private employers to establish child care centres in factories and places where a substantial number of women work;
- m. To urge union leaders to provide opportunities to increase women's participation in professional organizations, trade unions, committees and boards in order to maximize benefits from women's efforts, thus increasing production and productivity, and to request these organizations to offer women increased opportunities to participate in programmes of workers' education and labour leadership;
- n. To provide working women in governmental, public and private sectors equitable opportunities to occupy higher managerial positions on the basis of qualifications, experience and efficiency without discrimination based on sex;
- o. To organize on-the-job and in-service training courses for employed women to improve their productivity and provide them with promotion opportunities in their fields of activity.

E. Family Services and Welfare

34. The family, the basic unit of Arab society, requires strengthening the reciprocal responsibilities and family bonds among its members, on the basis of a principle which the society carefully safeguards. It is essential that this first nucleus of the social structure should be provided with all the knowledge, science and public services which would allow its members to grow normally and to adapt socially under the conditions of modern life. Males receive better chances for physical, mental and social growth; the provision of similar chances of growth for females is a family responsibility, as well as a general social obligation.

35. Health, food and housing standards are generally low for the majority of the population in countries of the region, particularly in rural and desert areas. This represents a heavy burden on girls and women due to their ignorance of modern knowledge, the prevalence of superstitious thinking, and their second class position in relation to the men who receive the largest share according to norms and traditions.

36. Family and maternal welfare is a national and developmental duty which must be regarded accordingly as a significant component of economic and social development.

Proposals for Action

(i) Health and Nutrition

- a. To give attention to health services and preventive health care, especially concerning infections and epidemic diseases and to promote women's access to vaccination campaigns as well as preventive health services;
- b. To expand availability of maternal and child health centres and to provide technical and financial resources to facilitate preventive and curative services;
- c. To establish comprehensive health programmes which would guarantee the absorption of all pre-school children, boys and girls, at all levels of education in preventive and curative medical programmes for children's diseases such as chicken pox, diphtheria, tetanus, measles, polio, and tuberculosis, so as to provide them with immunity at an early age;
- d. To study traditional nutrition and health habits and practices, to identify the negative effects of these, and to publicize the dangers

of these habits and practices through the various educational, informational, and communication media;

- e. To formulate an agricultural policy which ensures the availability of the principal nutritional elements to the community and to provide essential food items at reasonable prices to meet the needs in particular of pregnant and nursing women and small children;
- f. To stimulate awareness of the economical use of food so as to eliminate waste, to curb conventional eating habits, such as those evident in family table hospitality and feasts, thereby limiting their negative effect on the national economy and on food security;
- g. To educate women about nutrition and their nutrition needs especially during pregnancy and lactation; to enlighten them through educational programmes, mass communication and other means of guidance on the effects of malnutrition on children of both sexes;
- h. To introduce nutrition education programmes into the school curriculum and into adult education programmes for both sexes, in the form of specific courses.

(ii) *Social Welfare*

- a. To support family planning centres and the services they offer in countries which have adopted a family planning policy;
- b. To make available ways and means for consciousness raising for men and women about family planning in order to guarantee the effectiveness of programmes and the achievement of population policies;
- c. To increase the number of child care centres and kindergartens to assist working women in their family responsibilities, and to provide public parks and gardens where all members of the family can spend their leisure time;
- d. To intensify all efforts during the International Year of the Child and during the preparatory period preceding it; to implement the Declaration of Children's Rights and the development and expansion of child welfare services at the pre-school stage;
- e. To utilize the services of male and female social workers to guide adolescent students to help them overcome their problems and

ensure co-operation between family and school with a view to promoting sound intellectual and emotional development at this stage of the individual growth;

- f. To establish social programmes and to expand social security systems to support the needs of widows, women without means of support, and elderly women;
- g. To provide material support to the family for the care of the mentally, emotionally, or physically handicapped or those without direct means of support, in order to lighten the burden of social welfare institutions and strengthen intra-family welfare and cohesion which, given proper support and guidance, will prove more effective than institutional welfare;
- h. To adopt appropriate measures for punishing criminals who violate women; to rehabilitate female delinquents and juveniles during the course of their sentence with an objective of their return to normal life;
- i. To establish consumer protection societies and encourage the expansion of consumer co-operative societies, housing co-operatives, associations of housewives and other societies and institutions providing family services;
- j. To enable working women to obtain loans and other aid for business activities and handicrafts.

(iii) *Housing*

- a. To increase low-cost and limited income housing, to provide water supply, sanitary facilities and other necessary domestic amenities in urban and rural settlements in order to decrease the burdens for women in the home;
- b. To promote the establishment of housing co-operatives which would cater to the needs of the different social categories;
- c. To enable working men and women to obtain loans on easy terms for the procurement of appropriate accommodation on marriage;
- d. To take into consideration the needs and proposals of women when designing human settlements and housing projects.

F. The Formation of the Family and Personal Status Matters

37. Since the Arab Family is the basic nucleus for the development of society, as mentioned in several constitutions, it is necessary to include in development plans provisions for governmental responsibility towards the well being of the family, by ensuring the establishment of dignity, stability, and mutual respect among its members, and guaranteeing responsible and equal relations. Social and economic changes and the requirements of the development process make it imperative to develop and strengthen family relations, values, and responsibilities. However, the unity of the family must be congruent with general national cohesiveness and with the general civic obligations so that kinship and family bonds do not override the needs and interests of the common weal.

38. It is also necessary that the basis for formation or dissolution of family ties must be built on principles that guarantee the present and future dignity of family members without exploitation or disrespect and assure the stability and security of the family members.

Proposals for Action

- a. To implement laws giving women and men the same right to choose freely their partners and requiring the mutual approval of both partners before entering marriage;
- b. To assure the strict implementation of the laws specifying minimum marriage age thus allowing for the physical and mental development of both young men and women; to issue such legislation in countries where such laws have not been adopted;
- c. To make mandatory official registration of marriage, to be regulated by the government in countries where such regulation has not been adopted, and to make compulsory medical certificates testifying to the absence of hereditary and sexually transmittable diseases before marriage;
- d. To create public opinion against costly dowries and marriage rituals and celebrations;
- e. To educate boys and girls, through the family, the school, and mass media towards their equal responsibility in the household, in child care, and in any other family matters requiring the participation of the couples in decision-making;
- f. To educate the parents to inculcate in their children attitudes con-

ductive to the equality of the sexes, negating the prevailing attitudes towards the superiority of the male over the female and the consequences of such differentiation in terms of family relations;

- g. To review personal status laws in order to guarantee the regulation of divorce, marriage, child custody and other family relations falling under such laws;
- h. To provide consultation services to partners prior to marriage and to advise in situations of family conflicts, and to recruit trained women to participate in the consultation and in the necessary house visits required for such counselling;
- i. To review court procedures on personal status matters and to simplify them in order to allow the wife and the children to receive their rights in the shortest possible time;
- j. To study the social functions of the extended family, so as to fulfil these functions, and to provide the needed services in the areas of housing and social welfare; to strengthen family relationships and to support the state's responsibility towards the protection and the cohesion of the family.

G. Improving the Conditions of Bedouin and Rural Women

39. Living and working conditions of the bedouin and rural women deserve special attention in the Regional Plan of Action since the population of the bedouin and rural sectors is more than two-thirds of the total population in the region. In addition, the rural and bedouin population—including women and girls—is responsible for most of the income derived from agricultural production, animal husbandry, fishing, home industry and handicraft.

40. Both the rural areas and the rural population suffer from underdevelopment as compared to the urban centres, inasmuch as most of the services centres are located in the urban areas. Although the governments of the region have started to pay greater attention to the rural areas, a large gap remains between the modern sector and the rural-traditional sector in most of the countries in the region. Rural women suffer from very low standards of living, which statistics do not portray, e.g. fatigue due to overwork in agriculture, malnutrition, disease, illiteracy, and isolation from cultural and political aspects of public life, unsanitary water, inadequate housing sanitation and other unsatisfactory living conditions.

41. A recent scientific study on nomadism in an Arab state showed that the

living conditions of bedouin women remain at a very low level, with high rates of mortality, morbidity, and malnutrition. There has been little recent progress, in contrast to urban and rural areas. Nomadic areas, furthermore, remain dependent on the dry and rainy seasons, and both human beings and livestock are exposed to hardship. Resettlement efforts are limited. Nomads face not only the need for the provision of physical facilities but also the need to meet the social and psychological requirements of the bedouin. Except for those resettlement projects connected with water storage and irrigation projects, where budgetary provision has already been made, there is the further obstacle of tremendous cost of new projects.

42. Therefore, proposals in the Plan of Action, regarding the participation of women in development in order to raise their levels of living and dignity, apply especially to the urgent needs of rural and bedouin women.

43. Agricultural statistics of the countries in the region show a decrease of production in agriculture and animal husbandry. At the same time, both the total population and the demand for production have increased. The agricultural methods in most of the countries are still traditional and new agricultural methods have not been sufficiently introduced.

Proposals for Action for Rural Women

- a. To prepare rural development plans as an integral part of overall national development plans, to ensure investment necessary to increase agricultural production both horizontally and vertically, especially food production, and to make available basic facilities such as water and electricity, as well as to improve living conditions in rural areas;
- b. To integrate industrial and agricultural development and to establish agro-industrial centres in the different sub-regions to decrease rural to urban migration;
- c. To carry out field studies to identify the volume and location of wastage of crops, vegetables and fruits at both farm and home levels, to raise awareness of the extent of this problem, to take the necessary means to reduce wastage as much as possible, and to train rural women—considering their participation in agricultural activities—through literacy classes, domestic guidance and other educational means and mass media;
- d. To encourage the political, public, and popular organizations on the national and local levels to increase the participation of rural

women in these organizations by stating their problems and needs before formulating solutions;

- e. To expand agricultural co-operatives for animal husbandry, fishing and marketing and to encourage women to participate in them;
- f. To establish institutions for special agricultural loans to men and women employed in agricultural activities and animal husbandry;
- g. To call on women's organizations to establish funds for receiving loans in rural areas which would aid rural women in agriculture, commercial or handicraft projects; to promote marketing of local rural products;
- h. To adopt an integrated rural development policy for programming projects in agriculture and services, in order to provide more employment opportunities, to decrease seasonal unemployment, and to provide basic services for men and women labourers in agriculture;
- i. To provide for the distribution and continuation of services suitable for geographic distribution of rural settlements and to utilize regional planning methods to determine the location and economic feasibility of these services; to take advantage of services of rural extension agents to reach rural homes and to increase both health and social consciousness;
- j. To study the means of decreasing female drop-outs from compulsory education and literacy classes and to provide educational and social incentives for girls and women to maintain their regular attendance in adult literacy programmes; to develop educational programmes suitable to the needs of rural women and suitable to both the agriculture seasons and school vacations;
- k. To strengthen preventive health programmes for rural and bedouin women and children, to include water sanitation, health care for children, training of women health leaders for local and district areas where day care and child care centres are non-existent, and to adopt the primary health care approach where health institutions are not available;
- l. To establish integrated rural development centres in rural areas for the training of statisticians, counsellors and local leaders; to form public women's committees to participate in identifying and pro-

viding self-help in local problems, with the co-operation and financial support of the government;

- m. To prepare series of educational material using mass media especially audio visual methods and the radio for education of rural and bedouin women in the fields of child rearing, child health, nutrition and food preservation, new agricultural practices, protection from animal diseases and other subjects required by extension workers in their training and field activities.

For Bedouin Women

- a. To study the needs of bedouin women while resettling and to provide services and training in agriculture as a basic aspect of their resettlement programmes;
- b. To plan and programme adequately for a policy to promote better conditions for bedouins in their pastoral areas as a transitional solution until their resettlement and to provide mobile units to deliver services to the bedouins at their gathering places;
- c. To assess the experiences of co-operatives for husbandry in bedouin and semi-bedouin areas, and to benefit from these experiences in order to promote skills in husbandry;
- d. To benefit from international experience in the use of simple technologies for reducing the drudgery of nomadic and semi-nomadic women such as drying dates and yogurt and the prevention of foods, as well as to examine the possibilities of developing such technologies in similar areas in the region;
- e. To utilize the resources of the armed forces to offer literacy courses to bedouins and technical skills as well as to provide necessary health services.

H. The Palestinian Women

44. Owing to the special conditions of the Palestinian people inside and outside the Occupied Territories, the Regional Plan of Action devotes a special chapter to the Palestinian women. the special condition of the Palestinian people stems from their lack of access to, and control of, their land which constitutes the basis for stability and development.

45. In the light of the circumstances of the Israeli occupation and the dispersion of the Palestinian people, the Palestinian women need special at-

tention to enable them to cope with the urgent demands of continuing the struggle for the liberation of their land and of confronting the basic requirements for survival and for daily life.

46. With due appreciation of all the assistance of the Arab States to the Palestine Liberation Organization and its institutions and to the voluntary Palestinian associations, the Arab States are called upon to provide further educational opportunities appropriate to the needs of the Palestinian students of both sexes, to improve the health and nutrition levels of the Palestinian women and children, and to facilitate the training and specialization for both sexes in institutions in or outside the host countries.

47. It should be noted that two resolutions of the Economic and Social Council of the United Nations, resolutions 2026 of 4 August 1976 and 2100 of 3 August 1977, call upon all United Nations bodies, in co-operation with the Palestine Liberation Organization, to identify the social and economic needs of the Palestinian people taking into account proposals for concrete projects that can be implemented.

48. It should also be noted that the 22nd General Conference of UNESCO on 25 November 1976 condemned Israeli occupation for suppressing the fundamental freedom of the Palestinian people in the Occupied Territories and for depriving them of their right to national education and the cultural life that would preserve their national identity. Furthermore, the 26th Assembly of the World Health Organization on 28 May 1975 (WHO 28, 35, A.B.C.) requested WHO in co-operation with the Palestine Liberation Organization to render assistance to the Palestinian people.

49. Resolution 32 of the World Conference of International Women's Year, held in Mexico, 1975, as well as the Declaration of Mexico adopted by the Conference condemned Zionism as a form of racism and urged the women of the world to support the Palestinian women in their struggle to oppose Israel's violations of human rights. The resolution also requested the United Nations and its specialized agencies and organizations, as well as international, regional, and national organizations to provide moral and material assistance to the Palestinian women, their Union and institutions.

50. Whatever the problems of the Palestinian people, men and women, the solution to the root of the problem lies in ending the Israeli Occupation and giving the Palestinian nation its right to self determination. In its occupation of Arab territories, Israel has obviously adopted a population policy closely linked to its definition of secured Israeli borders as demonstrated in the Israeli "settlements" policy. Through this policy and its policy of deportation, the Israeli population has displaced and continues to displace the Palestinian population.

Proposals for Action

1. In the Occupied Territories:

- a. To offer financial and technical support to the Arab universities, colleges, and schools in the Occupied Territories in order to guarantee the development and expansion of these institutions so that they can increase their enrolment of students of both sexes;
- b. To increase the enrolment of Palestinian students of both sexes in universities in Arab and friendly countries, especially in scientific and technical fields that are not available in the Occupied Territories;
- c. To support the expansion of private Arab educational institutions so that they can increase their absorption of students and draw the students away from the Zionized educational curricula;
- d. To utilize the radio for educational programmes directed to the students of the Occupied Territories; to study the feasibility of establishing the open university as well as an air university;
- e. To develop, expand, and increase vocational training centres, especially the UNRWA centres, and to diversify their specialization in the technical and vocational fields, and increase the number of women enrolled in these centres;
- f. To increase the number of fellowships and grants for students from the Occupied Territories so that they can benefit from international training centres, and to call upon UNESCO to review the educational curricula taught to Palestinian women in order to ascertain the educational relevance of their content;
- g. To increase the number of women teachers trained in literacy training centres, especially at the Arab States centre for Functional Literacy—Sirs Al-Layan—Arab Republic of Egypt, and to provide literacy centres in the Occupied Territories, equipped with recent studies, techniques, and expertise as well as financial support, so that they can increase and develop their services;
- h. To call upon women's associations in the Arab States to provide financial support to the educational and training institutions in the Occupied Territories;
- i. To support Palestinian children and to improve their education and

health conditions and to provide them with the basic services;

- j. To support financially and technically health institutions through training their cadres and providing for improvement of facilities;
- k. To assist private institutions in the Occupied Territories to establish mother-child care centres which would include nutrition services;
- l. To assist private institutions to establish co-operatives for marketing the products of women of the Occupied Territories;
- m. To encourage and assist private societies to protect and promote Arab Palestinian heritage;
- n. To support the voluntary women's associations in the Occupied Territories so that they can continue their struggle to liberate their land and fulfill their objectives;
- o. To urge international organizations to put an end to discrimination against Arab labourers and to help release prisoners, both men and women, from Israeli prisons.

2. Outside the Occupied Territories:

- a. To develop the technical and professional abilities of Palestinian women through their participation in Arab training programmes in the fields of integrated social work and in programmes for the improvement of their productivity;
- b. To support and develop technically and financially child care centres and kindergartens in Palestinian camps through training their cadres, and to make provision for increasing their numbers;
- c. To support welfare institutions, especially "the Home of the Children of the Resistance" (Beit Atfal As-somud), by providing technical expertise, educational facilities, and training for the staff;
- d. To request Arab Governments to establish a fund to support the activities of the General Union of Palestinian Women;
- e. To utilize the mass communication media to highlight the role of Palestinian women in the armed struggle and in popular activities;
- f. To introduce an agenda item concerning Palestinian women in all

international and regional conferences dealing with women and development, starting with the regional preparatory meeting for Western Asia, scheduled for 1979, which will precede the 1980 World Conference for Women;

- g. To urge international and regional organizations to set definite dates for the implementation of the resolutions and recommendations concerning special activities and projects for the improvement of the conditions of the Palestinian people;
- h. To urge the League of Arab States to finalize necessary steps for the establishment of a fund for the support of Palestinian resistance in its various forms and for the support of voluntary and women's organizations inside and outside the Occupied Territories which provide social services to the Palestinian people and Palestinian women in particular;
- i. To call on regional and international organizations to classify data related to the Palestinian people in the Occupied Territories;
- j. To find ways and means to make available funds and technical expertise to women's programmes inside the Occupied Territories and to request international organizations to take an active part in this respect;
- k. To call on Arab Governments to include in their school curricula informative and cultural subjects on the Palestinian question and its different aspects;
- l. To urge regional and international organizations to take the necessary measures to implement the United Nations resolution on the protection of women and children in the case of armed struggle and in the case of wars of liberation and under foreign occupation, in relation to the Palestinian women under occupation;
- m. To call on the Palestine Liberation Organization to prepare reports and statistics on Palestinian women in host countries, as a part of the technical preparation for studies to be presented to the Seminar to be organized by the League of Arab States on the condition of Palestinian women inside and outside the Occupied Territories.

I. The Role of Mass Media and Culture

- 51. Informational and cultural mass media are widely used in the countries

of Western Asia, reaching all categories of people in all parts of the region, bedouin, rural and urban. These media include daily and weekly newspapers, women's journals, magazines, radio, television, theaters, popular theaters, mobile cultural units, puppet shows, cultural festivals, artistic and scientific exhibitions, poetry readings, novels, short stories, seminars, encounters . . . All of them illustrate and reflect social and human values, which affect strongly the intellectual, emotional and behavioural patterns of the various groups of people in the region. These media help to overcome the obstacles in integrating Arab women and to promote their full participation in national development. The governments of the region pay special attention to improving the technological capacity of mass communication, in order to widen its scope, coverage and impact. Constant progress can be seen in the programmes and contents of these means of information and communication, which stress the role of culture in improving human and material resources.

52. In spite of efforts in the field of information and education, especially in the case of programmes prepared for women and children, the main image of women largely appears in rigid traditional stereotype, where women play a secondary role.

53. Reviewing the pioneering works that have appeared in the field of information and culture in recent years, one still finds that the way to attract attention in the media is by using stereotyped images of women. This calls for changing many of these programmes, since they merely reinforce the traditional conception of women. Social change and the transformation experienced in the region have expanded beyond the frontiers and objectives of the mass communication media leading to the need to re-examine the form and content displayed by the media.

Proposals for Action

- a. To work to have mass communication and cultural media adopt, as part of their aims and strategy, the development of various programmes which reinforce the idea of equality between men and women and remove discriminatory biases;
- b. To eliminate the image of women as a sexual object in the media and to require commercial advertising to portray a positive image of women;
- c. To present programmes that demonstrate the changing roles of the sexes in Arab contemporary society and to underline women's role in political and economic activities in firms, factories, universities, medicine, engineering, research laboratories, and all other

fields, and to point out women's present and future role in the development of society;

- d. To include women representatives on the committees that evaluate programmes, in order to enable them to participate in insuring a high level of social content and to give a positive portrayal of women's roles without discrimination as to rights and duties;
- e. To increase opportunities for technical and professional training for women who are working in the field of mass media, through training programmes and scholarships at home or abroad;
- f. To produce programmes, films, and educational, health and cultural magazines, in order to develop ideas, attitudes and practices that will reach women in all sectors of society, and to render these materials relevant to the social realities of the Arab woman and to her legitimate ambitions in accordance with opportunities offered to her by society, in order to avoid false expectations and values, which may lead to loss of self confidence and cultural identity conflicts;
- g. To produce programmes, films, and plays that show the role of women leaders in the history of the region, in the national movements for liberation and independence, and give examples of women's participation in the fields of science, politics, administration, and economic activity;
- h. To issue commemorative postal stamps and medals symbolizing the struggle of Arab women and their efforts in the fields of agriculture, industry, commerce, handicrafts, and science; to use the revenue from the sales to finance projects for women in the poorest sectors of society, and to award decorations to women who have contributed to solving problems of poverty and underdevelopment;
- i. To utilize fully the mass media in national efforts to eradicate women's illiteracy, to improve living standards, to promote campaigns providing information relating to health and nutritional knowledge, and to show women available opportunities for education, training and employment;
- j. To establish a bureau, in which women participate, in coordination with public educational, cultural and information institutions in order to review critically the values that society wishes to safeguard and those that it does not;

- k. To increase systematically regional and national efforts aiming at portraying a positive image of the changing role of Arab women to the outside world and to counteract the effects of mass media in its negative portrayal of Arab women;
- l. To increase interaction between national women's organizations both inside and outside the region and to formulate a policy for representation of these organizations in international gatherings which would adequately express the Arab women's views on development and peace.

J. The Role of Women's Organizations and Associations

54. Although the objective of integrating women in development is a national responsibility, the responsibility of its implementation does not only rest on governments but should be shared by popular, non-governmental and voluntary organizations.

55. Non-governmental and voluntary organizations have been able to offer aid to deprived families as well as to perform diversified social services benefiting women. In recent years voluntary and women's organizations emerged dealing with various aspects related to women. They were able to achieve noticeable accomplishments in issues related to equality between men and women and in providing services to needy families. However, these organizations and associations need to develop their policies, programmes, and personnel, to be more effective in relating their activities to the objectives of development plans and to allow women to participate effectively both as contributors to and beneficiaries from the various national efforts.

56. Due to the historical circumstances in which women's associations were established, most of them are concentrated in cities, restricting their effectiveness to urban centres. The organizations found in rural areas are limited in the effectiveness of their programmes. As a whole, women's organizations lack technical and human resources trained in administration, organization, and programming. In addition popular and private organizations, in some instances, lack funds and face financial and administrative restrictions which decrease their strength as a force for legal and effective pressure for the advancement of Arab women and their fuller participation in development.

Proposals for Action

- a. To support women's organizations and associations, wherever established, both technically and financially, to encourage their for-

mation in countries that lack them, and to give them greater opportunity and facilities to participate in activities related to planning national development and in mobilizing men and women to implement, to follow-up and to evaluate the plans;

- b. Women's organizations and associations have the following fundamental responsibilities in enhancing their impact on the advancement of women and in accelerating the national development process in general:

To review the objectives of women's organizations and associations, and to reorient their activities so that they can become an effective tool in social and economic development;

To co-ordinate programmes and integrate efforts so as to prevent fragmented programmes with limited impact;

To participate in examining legislation related to the status of women and to their employment opportunities, and to take the necessary steps to amend these laws in order to guarantee the right of women to equality with men;

To make women aware of their rights, to train them to exercise these rights, and to encourage them to participate in political and economic action at various levels;

To create general awareness of the responsibility of women in the family and at work, and to stimulate them to demonstrate their ability and effectiveness in fulfilling both roles;

To enhance the impact of women's organizations and associations in programmes for improving the conditions of rural women and their methods of agricultural work;

To concentrate in rural and urban areas on programmes which facilitate the functions of working mothers, to improve their productive capabilities, through nurseries, agricultural and technical training centres for girls, and literacy programmes;

To evaluate regularly the programmes of women's organizations and associations so that they can meet the real needs of integrating women in development effectively;

- c. To support women's organizations and associations financially

and technically by training their present leadership and in preparing new leadership;

- d. To promote the spirit of voluntary work through educational institutions and to accustom students, both girls and boys, to participate in community service during the school year and vacations;
- e. To pay attention to introducing new modes for co-operation and co-ordination between women's organizations and associations with the aim of achieving fuller integration of governmental, private and popular efforts in development programmes;
- f. To encourage women's organizations and voluntary organizations to strengthen their ties and to exchange experience and work in common areas of interest, to enable women's organizations to interact with international organizations and to exchange experiences at the international level;
- g. To support financially and technically the General Union of Arab women so that it can fulfil its objectives in exchanging experience and strengthening co-operation between women's organizations on the regional and international levels;
- h. To honour volunteers, both men and women, working in the areas related to Arab women in such fields as research, letters, business and programme implementation.

K. The Role of Studies, Research and Data Collection

57. Economic and social planning in most countries of the region lack data and studies upon which decision making and programme planning depend. The shortage of statistics and studies concerned with the situation of women reflects a kind of discrimination against them. For example, national accounts do not take into consideration the economic activities of housewives. Employment and unemployment statistics consider the majority of women as outside the labour force and not seeking work. Housing statistics are generally scanty. There is no accurate data over periods of time to enable the formation of statistical indicators concerned with women's living conditions, levels of health, life expectation, literacy, nutrition and other social indicators.

58. Reports, studies and statistics are essential for the carrying out of plans and for following the progress of development in all its aspects. This fact emphasizes the importance of national programmes to collect and

analyse data in order that accurate and objective information becomes the basis of proper scientific work.

Proposals for Action

1. To improve census techniques and methods, conduct censuses regularly and start general population censuses in countries where such have not yet been carried out.
2. To collect and analyse data concerning the extent of women's participation in various economic and social groups, adopt a unified system of indicators in Arab countries in order to ascertain and compare the extent of improvement in the conditions of women and the extent of their participation in development, both as producers and beneficiaries.
3. To conduct labour force surveys in rural areas, to include the extent of women's participation in agricultural activities, animal husbandry and domestic handicrafts.
4. To encourage women to specialize in research and statistics and to provide scholarships required for specialization and training in Arab or foreign institutions.
5. To urge universities, research centres and statistical institutes to conduct studies on Palestinian women in and out of the Occupied Territories; to call upon ECWA to introduce studies on the condition of the Palestinian women in its study on the social and economic situation and potential of the Palestinian people.
6. To encourage and support research centres concerned with studying the situation of Arab women in the area, to publish the results of their research and to exchange information in this field.
7. To give priority to research and field studies, which help in planning, programming, evaluating projects, and policy making in matters concerning the integration of women in development. Among these priorities are the following examples:
 - a. Studies of the changing roles of Arab women along with the problems of social and psychological adaptation arising from assuming new roles;
 - b. Factors influencing females to drop out from schools and from literacy programmes;

- c. Studies concerned with the evaluation of women's benefits from health services and child care;
- d. Social and cultural surveys concerning traditional customs and practices hindering the participation of women in development;
- e. Analytical studies examining the image of women, their roles and responsibilities as reflected in school textbooks, and information programmes;
- f. Studies concerning the conditions of emigrant families in cities, women in shanty towns and bedouin women in resettlement areas;
- g. Basic data on the effect of inflation and new consumption patterns on the family budgets;
- h. Case studies evaluating the effectiveness of family planning centres and maternity and child care centres;
- i. Studies of the negative effects which may arise from the participation of women in certain jobs, and possible ways of counteracting these effects.

PART II. ACTION AT THE NATIONAL AND INTERNATIONAL LEVELS

L. Regional and International Co-operation

59. Action on the regional level reinforces and complements action on the national level. Programmes for the region as a whole can be undertaken with more competence and economy on the regional rather than the national level. Regional activities can act as a catalyst and a support for national activities, such as activities in research, exchange of expertise and information, setting standards and levels of information collection regarding the progress achieved in the advancement of women, monitoring equal opportunities with men, and the degree of their integration into national and local development.

60. Machineries for development and Arab regional and international institutions must be fully utilized to fulfil the proposals stated in each of the previously mentioned fields of activity in this Plan of Action. Emphasis must be placed upon expanding the work programmes of these regional institutions to include the participation of women in economic and social development and to give the necessary assistance to the countries of the region in this respect. The region contains numerous regional organizations that must increasingly extend their activities to encompass the integration of women as part of their development goals. Among these organizations are the General Secretariat of the League of Arab States, its Commission on Arab Women, its specialized agencies such as the Arab Labour Organization, the Arab League for Education, Culture, and Science, Centre for Industrial Development, and the Functional Literacy Centre for the Arab States. There are also regional Arab funds, such as the Arab Fund for Economic and Social Development, the Abu Dhabi Fund for Development, the Kuwait Fund for Economic Development, the Saudi Fund, the Iraqi Fund for Development, and other funding and loan institutions that have recently begun exploring the feasibility of financing projects in the field of human resources and social and educational development, along with economic projects.

61. At the regional level, regional organizations of the United Nations and its organizations carry out activities and programmes that are directly related to the advancement of women. The Economic Commission for Western Asia includes in its work programme studies and surveys on the condition of women in the countries of the region. ECWA provides, also, advisory services to its member states in the field of the development of women as a human resource. The UNESCO Regional Bureau for Education in the Arab States and the UNESCO Regional Office for Science Co-operation concentrate on the scientific and educational aspects of educating and training women. Furthermore, the Arab States Centre for Functional Literacy in Sirs Al-Layen provides training, research, and advice in the field of adult educa-

tion and the eradication of illiteracy among men and women. The Regional UNICEF Office provides assistance in services for children and in women's affairs. In addition, there are regional offices for the International Labour Organization, the Food and Agriculture Organization, the World Health Organization. Their programmes deal respectively with employment and improvement of productivity, strengthening integrated rural development, improvement of health conditions—all of which are closely linked to the prerequisites of integrating women in the development of the countries in the region. The United Nations Development Programme has made certain efforts regionally in studies and programmes related to the advancement of women. The United Nations Environment Programme touches upon the role that women can play in developing human settlements and safeguarding the environment. Besides all these services, sources for funding and loans are also available, such as the International Fund for Agricultural Development. Financial and technical assistance are also provided by the World Food Programme, the United Nations Fund for Population Activities, and the United Nations Organization for Industrial Development.

Proposals for Action

- a. To strengthen the Commission on Arab Women and the Bureau of Women's Affairs in the Secretariat of the League of Arab States so that they can fulfil their functions for serving member States;
- b. To speed the establishment of the Arab League's Information and Documentation Centre for the Arab Woman which will be responsible for collecting statistics, data, and information related to women's affairs in the Arab world;
- c. To form a special unit for the advancement of women as part of the organizational structure of the Secretariat of the Economic Commission for Western Asia so that it can undertake inter-disciplinary studies, collect data, and provide advice to the Commission's member States. Simultaneously ECWA's member States should give sufficient attention to the studies and projects related to women in the region as part of the Commission's work programme;
- d. To strengthen the co-operation between the Secretariat of the Economic Commission for Western Asia and the Economic Commission for Africa through exchange of information and expertise in fields related to women of both regions, and to encourage the technical co-operation between their member States in those fields;

- e. To form a committee to co-ordinate the women's programme undertaken by ECWA and the regional offices of the United Nations specialized agencies and the regional office of the United Nations Development Programme, in order to set the foundations for evaluating the Regional Plan of Action, to monitor the advancement of women's condition in the region and to evaluate the effectiveness of the technical assistance provided by the United Nations organizations;
- f. To establish a regular procedure for reviewing and evaluating the implementation of the recommendations of the regional plan of action, the Economic Commission for Western Asia should design an appropriate plan for this procedure, including the details of its operation;
- g. To urge Arab aid-giving governments and funds to pay attention and give priority to programmes focusing on increasing employment opportunities for women and improving the conditions of working women particularly in rural areas;
- h. To request the Economic Commission for Western Asia to give due emphasis when setting proposals for the United Nations Voluntary Fund for the Decade for Women to training programmes for women, to income generating projects in rural areas and the poor urban sectors, and to direct a large portion of the project to the least-developed countries in the ECWA region and to seek new Arab and international sources for funding programmes for the advancement of women in the region;
- i. To call upon the Economic Commission for Western Asia in co-operation with the specialized agencies and the regional Arab organizations to compile and publish a directory of professional women specialized in economic, social, and educational fields, particularly those concerned with the integration of women in development, so that the directory can assist in the exchange of experts and experience among the Arab countries and on the international level as well;
- j. To make fuller use of the centres and institutions of the international and regional United Nations organizations for training Arab women in administration, planning, statistics, project programming, and other skills basic to economic and social development;
- k. To urge the United Nations to support research centres dealing with the integration of women in development;

- l. To establish a regional research and training centre for women and development under the auspices of the United Nations with the participation of the member States of ECWA;
- m. To urge the Arab States to increase the number of Arab women nominated for announced vacant positions in the United Nations organizations in both the Secretariat positions as well as technical assistance experts for the United Nations Development Programme;
- n. To urge the United Nations to undertake missions for recruitment of Arab women to work in the Secretariat, regional offices and specialized agencies;
- o. To call upon the governments and the international organizations that provide technical assistance in meeting the basic and urgent requirements of development of the countries of the region, especially in the development of human resources, to give the participation of women in development and its prerequisites a high priority, when planning and implementing technical bilateral or international assistance programmes;
- p. To urge the Arab States, the regional organizations, the Arab funds and the United Nations organizations to find flexible modalities for regional co-operation among the states of Western Asia, so that countries deficient in financial resources can implement their development plans through investments and financial resources that could be made available by wealthy countries in the region. Furthermore, the labour exporting states need to be further assisted by the importing countries to enable the former to expand and improve their educational and training capabilities in order to meet their own needs as well as the demands of their sister-countries for skilled personnel;
- q. To facilitate the exchange of personnel among states of the region, especially women, and to provide them with stable living conditions in order to obtain maximum benefit from their work.

CONCLUSION

In this conclusion are listed important proposals selected from the twelve sections of the Plan of Action. These proposals can be implemented in the near future. They constitute essential elements, increasing the effectiveness of the other recommendations on the national and regional levels.

These proposals respond to basic needs, common to all the states of the region in their efforts to integrate women in development.

Planning and Implementation

A. National Plans of Action

Governments are urged to develop national plans of action on the basis of the Regional Plan of Action. National Plans of Action should consider developmental priorities, social conditions and the aspirations of women, within the technical, administrative and financial capabilities available in the nation, the region, and the international community.

B. General Planning

1. Training workshops should be carried out, at the national and regional level, for persons working in planning organizations. The workshops should emphasize the integration of women in development as an essential objective of economic and social planning, and study should be devoted to the achievement of this objective. Given this objective, planners should consider the use of data and information in re-defining priorities and reformulating projects.

2. The secretariat of the League of Arab States, which is setting an Arab Strategy of social development beginning with 1980, should give full attention to the recommendations of this Plan of Action for the ECWA region, in order that women (as beneficiaries and as participants) should play their part in the overall process of social development.

C. National Machinery

National women's committees and departments should be supported through the provision of technical expertise, as they draw up the necessary policies and plans, and as they follow-up projects. If no such committees or departments exist, they should be established.

D. Funding

1. High priority should be given to projects that affect the integration of women directly or indirectly, so that the projects can be funded locally or nationally and so that they can qualify for assistance and/or loans.

2. A study should be carried out to ascertain the amount of investment, by each national development plan, in the social sector and in human resources, both men and women. The study would also inquire into the

amount of assistance and loans offered by regional and international funding institutions for investment in the social sector and in human resources. Comparison would be made with the amounts invested in economic and material development. These studies are to be utilized in setting balanced formulas for the development of economic, social, and human resources.

3. Training seminars should be held on the formulation, funding and implementation of projects for the development of social and human resources. The project proposals should assist the funding agencies to re-orient their assistance to the development of these resources.

Education and Training

A regional institute should be established for the purpose of training teachers and trainers, both men and women, for vocational and technical institutes. These persons should be equipped with the modern skills and technical specialization needed for development projects in the region.

Employment and Human Resources

- A. Studies should be undertaken on the movement of the labour force in the region in order to reach an equilibrium between the demand and supply of the different economic activities. These studies should form the basis for an integrated policy, aimed at preparing the needed skills for the development of the region.
- B. A plan for human resources in the region should be formulated to enable the countries that export skilled human resources to compensate their loss through the funding of training institutes by the labour-importing states.
- C. To construct a roster of Arab women specialized in fields related to the integration of women in development, this roster to be updated periodically and distributed at the regional and international levels.

Family Services

- A. Organization of national workshops for specialists and technicians in the field of family services, to develop an integrated system for delivering these services and meeting the needs of members of the family.

- B. A regional workshop should be held to identify problems related to social, physical and emotional development of children in the framework of social and economic change.

Rural Development and Improvement of Conditions for Life for Bedouin Women

- A. Training centres should be established and supported. They should assist workers, women and men, who are engaged in the integrated rural development programmes, in preparing the required programmes and implementing them.
- B. A Regional Seminar should be convened in relation to regional experience for the improvement of the conditions of the life of bedouin women and for their settlement.
- C. National and regional audio-visual centres and mass communication institutes should be encouraged to produce appropriate cultural and educational materials for the improvement of methods of agricultural production, as well as the provision of nutrition and health education in rural and bedouin settings.

Palestinian Women

To introduce an agenda item concerning Palestinian women at all international and regional conferences dealing with women and development, starting with the regional preparatory meeting for Western Asia, scheduled for 1979 and leading to the 1980 World Conference on Women and Development.

Research, Studies, and Information

- A. The establishment of the Information and Documentation Centre for the League of the Arab States should be hastened. Readiness was expressed by Jordan to host this Centre in Amman. It is to be linked with other national centres in the region.
- B. A centre for training, research and applied studies should be established to study the conditions of Arab women in the region, in co-operation with the United Nations and making use of the experience of the women's centre in ECA and the Asia and Pacific Centre for Women and Development.
- C. A recommendation was made for the elaboration of a roster for specialized Arab Women in various fields related to the integration

of women and development. Updating of this roster is to be done periodically and should be distributed at the regional and international levels.

Regional and International Co-operation

A. ECWA is to take steps:

- 1) to follow-up the implementation of the proposals of this Plan of Action;
- 2) to collect information and data related to the position of women and the programmes designed to integrate women into the development process, as part of ECWA's preparation for the 1979 regional meeting;
- 3) to strengthen ECWA's programme for women's affairs by increasing the number of experts in this field so that ECWA can meet its increasing responsibilities during the Decade for Women, and to consider the possibility of establishing a unit in ECWA for women's affairs.

- B. To form a committee to co-ordinate women's programmes undertaken by ECWA and the regional offices of the United Nations specialized agencies and the regional offices of the United Nations Development Programme, to set the basis for evaluating the Regional Plan of Action, to monitor the advancement of women's condition in the region and to evaluate the effectiveness of the technical assistance provided by the United Nations organizations.

The Fifth Session of the Economic Commission for Western Asia, October 1978, adopted a resolution on implementation of the Regional Plan of Action which had been approved by Member States at the Regional Conference, June 1978.

4. PLAN OF ACTION FOR THE INTEGRATION OF WOMEN IN DEVELOPMENT ADOPTED FOR THE REGION OF THE ECONOMIC COMMISSION FOR LATIN AMERICA (ECLA)¹

I. INTRODUCTION

1. The World Conference of the International Women's Year held in Mexico in 1975 affirmed in its Declaration that the status of women is inseparable from the development process. It also recognized that the current situation in the political, economic, social and cultural spheres, both national and regional, prevents the full utilization of women's human and material potential in the development process so that it is necessary to seek ways of transforming the conditions existing in the region.

2. The question of the inequality of the vast majority of the Latin American female population is indeed closely linked with the problem of under-development, which exists not only because of inadequate internal structures but also as a result of a profoundly unjust world economic system.

3. However, although the elimination of under-development is an indispensable requirement for the full emancipation of women, it does not ensure the immediate elimination of the discrimination which afflicts them, resulting from the implantation and persistence of age-old prejudices and their low educational, technical and cultural level which greatly limits their access to and incorporation into work. The struggle against under-development must therefore be combined with the adoption of measures for the immediate and speedy integration of women into national and international life as an important element for development, the maintenance of peace and regional co-operation. Thus, as women become more aware of this fact they will become natural and active participants in the struggle against all types of domination. They thus constitute enormous social potential for the socio-economic transformation needed by the region.

4. Our region is characterized by a high rate of unemployment and underemployment. This phenomenon is proportionally greater in the case of women, and at times reaches rates three times higher than those for men of the same age groups. This chronic situation tends to be aggravated by the unjust system existing in international economic relations.

¹Formerly issued under the symbol E/ECLA/1042/Rev.1.

5. Women have played an important role in the history of mankind in the struggle for national liberation, political and economic independence, the strengthening of international peace, the elimination of colonialism, neocolonialism and imperialism, foreign occupation, foreign domination, racism, *apartheid* and all types of discrimination.

6. During recent decades there has been an intensification of the incorporation of women into the political life of their countries and of their struggle for structural changes which would eliminate the social roots of the discrimination against them.

7. The United Nations has played an important role in the efforts aimed at equality for women. The General Assembly has approved basic resolutions and key documents such as the Declaration on the elimination of discrimination against women which have contributed to the struggle to secure the full integration of women into development. Similarly in seminars such as those of Caracas and Buenos Aires and the World Conference in Mexico, which gave rise to the World Plan of Action, the basic principles for advancing in the struggle for the liberation of women have been reaffirmed.

8. There is an urgent need for the regional community to adopt measures in keeping with the needs of the countries of Latin America in order to co-operate with them to accelerate the rate of their economic development and significantly improve the standard of living of their peoples, paying particular attention to the situation of women who, as in other regions of the world, live and confront every day an endless series of political, social and economic problems that are particularly serious and pressing in the under-developed world.

9. It is thus essential to take action aimed at making effective the New International Economic Order, of which the Charter of the Economic Rights and Duties of States constitutes a fundamental element since it is based on equity, sovereign equality, interdependence, common interest and co-operation between all States, whatever their economic and social systems.

10. The purpose of this document is to present a minimum action programme, within the framework of principles of justice, equality and respect for State sovereignty, aimed at the promotion of equality of opportunity and responsibility for women in the common effort to overcome the obstacles which hinder the development of both men and women as individuals and as members of a society.

11. In accordance with paragraph 28 of the World Plan of Action, which states that since there are wide divergences in the situation of women in

various societies, cultures and regions, reflected in differing needs and problems, each country should establish its own national strategy and the interdisciplinary and multilateral machinery in its government structure to ensure the application of recommendations of importance within the framework of its needs and priorities.

12. It is essential that these recommendations should be incorporated in development plans and programmes and in sectoral analyses, so that the machinery for the integration of women in development may be an integral part of the International Development Strategy in the Second United Nations Development Decade, in observance of the Universal Declaration of Human Rights and the Declaration on the elimination of discrimination against women, and in order to contribute effectively to its adjustment to the principles and postulates of the New International Economic Order.

II. ACTION AT THE NATIONAL LEVEL

A. Fundamentals

Structural Changes

13. The issue of inequality and discrimination, as it affects the vast majority of the women of the world and as it manifests itself in the permanency of age-old prejudices and women's low educational level, is closely linked with the problem of under-development, which is mainly the result of unsuitable internal structures and a profoundly unjust world economic system.

14. The problems which hinder the participation of women in the economic, political, social and cultural life of their countries are closely linked with the general state of under-development. It is therefore fundamental to effect, on the one hand, the necessary changes in socio-economic structures and, along with them, specific actions that tend to change the Latin American woman's situation so that she is an initiating and active agent in changing the existing structure and a determining factor in achieving full equality of the human couple. Particular attention must be paid to women in rural areas, as it is well known that the region is characterized by the uneven development of the city and the countryside, to the detriment of the latter. This implies that the situation of women in rural areas is worse; they suffer not only from isolation, but also from lack of education, employment and other evils which cause them to migrate to the cities in search of work, with the corresponding sequel of prostitution, begging and growth of slum areas.

15. There is therefore a pressing need to implement strategies to eradicate the evils which affect women in rural areas.

16. *Action proposals:*

To Governments

To implement the necessary profound changes which will make possible the solution of the problems facing women in the political, economic, social and cultural fields.

To affect economic, political and social structure changes in Latin America, by promoting Latin American unity and strongly defending the sovereignty of States, their natural resources and all their economic, political and social activities.

To support all multinational enterprises, regional producers and similar bodies which offer possibilities for an increase of national workers in the work force, under optimal conditions, in order to contribute to eliminating the structural deformation of Latin American economies and their foreign dependency.

To back SELA and its Action Committees as well as all Latin American co-operation bodies, as a genuine expression of the development of collaboration and unity among the countries of the region.

To formulate and implement rural and urban development programmes, particularly those which benefit women.

To formulate and implement programmes of integrated rural development which provide for structural changes, agrarian reform, employment policies, the creation of co-operative organizations of workers and small-scale industry, education, health and welfare services, price-fixing, marketing and financing and credit services.

To promote and strengthen popular participation, especially of women, at every level, including the decision-making level, particularly by means of elections.

To take steps to ensure the redistribution of resources and income to the under-privileged rural and urban groups, which will benefit the majority of the population.

To Women

To participate actively in implementing all the actions proposed, at all levels, using and/or creating the appropriate means and mechanisms to do so.

Legislative Measures

17. It is evident that legislation, in so far as it effects women, impedes their integration into development; while it is true that legislative measures are not in themselves sufficient to ensure women's equality, the elimination of all discriminatory criteria opens the way to equality.

18. The *de facto* discrimination that exists in all our countries has its basis and effectiveness in *de jure* discrimination and it is urgent to take measures of a legal nature that ensure the legal equality of the sexes.

19. *Action proposals:*

To Governments

To revise existing legislation in order to eliminate those aspects that affect the legal and social status of women and prevent their full integration into society.

To adopt legislative measures that ensure women's full legal equality with men.

To eliminate discrimination against women because of race, religion, national origin, civil status or any other reason, through the adoption of legislative or any other measures.

To adopt legislative and administrative measures that ensure women's full political, cultural, economic and social participation.

To ratify the international agreements and treaties on women's status and put them into practice.

To revise the relevant international instruments in order to eliminate outdated standards and seek to update them.

Administrative Machinery

20. The World Plan of Action and the Caracas and Buenos Aires Seminars recognized the need for interdisciplinary, multisectoral machinery at the national, regional and interregional levels for the formulation and implementation of policies and proposals aimed to secure the objectives of equality and integration for women.

21. *Action proposals:*

Governments, in accordance with their own administrative systems of work,

should immediately establish and strengthen machinery with adequate staff and budgets for the purpose of accelerating the achievement of the objectives of the global, regional and national plans within the Decade for Women.

The functions of the machinery established by governments should include the following:

- (i) To recognize and affirm the dignity of women as human beings, constantly taking into account their status as productive citizens and consumers;
- (ii) To increase the qualitative and quantitative participation of women in development programmes;
- (iii) To conduct research to determine objectively the real position of women and the factors that negatively influence this position, as the necessary base for diagnosing, formulating policies and drafting proposals aimed at fully incorporating women into the process of integral development;
- (iv) To consider and promote policies, action and programmes aimed at integrating women fully into the economic, political and social development process;
- (v) To combat the persistence of current attitudes on the traditional functions assigned to the sexes through changes in the educational systems and traditional cultural patterns;
- (vi) To combat the factors which cause the marginalization of women from economic, political and social development and to act as a communication channel to ensure that the points of view of women are recognized and reflected in government policies;
- (vii) To participate in co-ordinating inter-institutional action in programmes and plans that seek and foresee the incorporation of women into development and in the supervision, control and evaluation of their implementation;
- (viii) To devise and propose the necessary measures for the establishment of programmes and action to secure for women equality of rights, opportunities and access to work, education, specialization, professional and technical training, equal pay for equal work, assistance, pensions and social security;

- (ix) To struggle to eradicate from the mass media stereotypes and taboos and the image of women as an object.
- (x) To inform and advise women on the rights offered to them both by national legislations and by international agreements and conventions;
- (xi) To revise the legislation existing in countries and to propose the necessary changes to eliminate all the norms which discriminate against women;
- (xii) To urge governments to implement the international conventions and to revise and modify the laws which contradict these conventions;
- (xiii) To widely disseminate the obligation of the human couple to share family responsibilities and the right and obligation to participate in and share the efforts, actions and responsibilities of social, political and economic development.

It is considered that the minimum functional structure should include *inter alia*, the following spheres: (i) participation in the formulation of national plans, policies and programmes, co-ordination and promotion; (ii) research and diagnosis; (iii) programming and evaluation; (iv) documentation and information; (v) public relations and publicity; (vi) guidance and advisory services; (vii) relations with regional and international bodies.

For its operation, the following bodies should be set up:

- (i) A general co-ordination body responsible for planning, directing and co-ordinating the directives and policies of the mechanisms, in accordance with the national development plans;
- (ii) An executive body responsible for supervising and controlling the implementation of the policies and plans approved by the competent bodies.

Sectors such as the following could be represented in the organization: (i) ministries and government bodies; (ii) public and private bodies; (iii) women's organizations; (iv) co-operatives; (v) voluntary organizations; (vi) rural women; (vii) housewives; (viii) ethnic and religious groups; (ix) employers, workers, trade unions and other organizations; (x) well-known persons with specialized knowledge; (xi) student organizations.

Specialists in the field chosen in consultation with the relevant organizations should participate in the organization and operations of these bodies; they would interpret and protect the rights and interests of women and could influence the planning of policies which respect and enforce the principles of the United Nations Charter, the Universal Declaration of Human Rights, and in particular the Declaration on the elimination of discrimination against women.

B. Measures for the incorporation of women in active economic, political, social and cultural life

Employment

22. In the majority of Latin American countries it may be observed that a very low percentage of women is incorporated in the labour force. Most of them carry out unskilled work. The higher rate of female economic activity shows a distortion as regards both sectoral occupation and age. It is concentrated in the service sector, especially domestic work, including unpaid family workers. Women are frequently the object of discrimination and exploitation as regards pay, working conditions and hiring practices. In general there are real limitations on the incorporation and retention of women in work, and this hinders their participation in the political, economic and social life of their countries.

According to current data, the female work force is concentrated in the cities and primarily in the large capitals, where the greatest quantity of services and jobs traditionally attributed to women are grouped together, and yet where they do not have the social and educational facilities to enable the great majority of them to remain employed. Against the background of the chronic unemployment and under-employment affecting the region, this further worsens the position of women.

23. Action proposals:

To Governments

To adopt legislative measures and formulate the employment policies necessary to ensure equality of opportunity and treatment of women workers in both the public and private sectors, including equal pay for work of equal value and equality in promotions, working conditions and social benefits.

To formulate and execute government planning policies that provide for the effective integration of women in rural development, with a view to reducing their migration to urban areas which only worsens the problem of "marginality".

To draw up government development plans that include training and vocational education courses for women in urban and rural areas in order to prepare them to participate more effectively in the national labour force and contribute to the development of their communities.

To promulgate measures which prohibit the employment of minors and regulate the employment of adolescents, while providing these groups with easy access to education and training, as well as professional and technical preparation.

To promulgate and implement labour legislation recognizing the employment status of domestic workers and providing them with the same rights to work benefits and social security as accorded to other paid workers, including the right to organize trade unions and guaranteed minimum wages.

To recognize, support and promote the right of workers to organize representative trade unions and associations which strive for equal opportunities and working conditions for all workers, including women, in the public, private, domestic and rural sectors, so that the benefits of trade unionism and collective bargaining may be known and enjoyed by more women workers, thus improving their economic status.

To review national labour legislation, eliminating so-called "protective laws" that tend to cause discrimination against women by excluding them from certain jobs, and to pass new laws which prohibit discrimination against women and minority groups.

To ratify and implement ILO Conventions, especially Conventions No. 100 and 111 which deal with equal pay for work of equal value and discrimination against women workers, and to request the ILO to revise its other conventions in order to eliminate from them the protective provisions that discriminate against women.

To undertake an immediate study and review of job evaluation systems in co-operation with ECLA, ILO (PREALC) and other competent bodies in order to promote equality of remuneration and upgrade the employment sectors where women tend to be concentrated.

To take measures to establish mechanisms for controlling and eradicating the practice of sexual coercion of women as a condition of employment and promotion.

To Governments and Other Concerned Bodies

To actively promote, through governments, employers, trade unions and other organizations, the effective access of women to employment, particularly in the non-traditional and better-paid sectors from which they have been traditionally excluded.

To guarantee for women through governments, employers and trade unions, under equal conditions with men, the full enjoyment of social security, pension, insurance and any other benefits which may be included in national labour legislation, labour-management agreements or collective contracts.

For all governments, employers and trade unions to adopt measures to provide for flexible work schedules and part-time employment opportunities in those sectors where this is feasible, ensuring that part-time workers are covered by social security, pension and other benefits, thus encouraging the increased integration of women into the labour force and making it possible for them to contribute better to overall national development.

For governments, employers and trade unions to adopt and actively support legislative measures which guarantee the rights of pregnant workers to paid leaves of absence before and after delivery without the loss of job, promotion, pension, seniority or other rights, and to provide facilities for the working mother to nurse her child.

In line with overall development plans, for governments and involved organizations to promote the increased participation of women in agricultural co-operative activities, thus contributing to the more effective integration of women in food production, higher community earnings, stronger self-help programmes and improved standards of living.

That governments and involved organizations should make provisions in designing development plans, for programmes to train women in the techniques of the production, processing and marketing of rural products.

To create employment and develop rural areas which are losing population and provide jobs for women, particularly young women who tend to migrate, in order to encourage them to remain in their place of origin.

For labour organizations to adopt policies to increase the participation of women in their activities at all levels, including leadership positions; to recognize the special needs of women members by incorporating these needs in collective agreements, and to carry out organizing campaigns in sectors where women workers are concentrated in order to improve the

economic status of women workers and contribute to national development.

For trade unions to promote the creation and strengthening of women's sections to contribute with their specialized work to greater participation by women in all aspects of labour.

Education

24. Education is an essential factor in the economic and social development of peoples and a basic right of men and women as social beings; to receive it is therefore a principle of equity and justice which cannot be foregone without violating a universal standard.

25. Women represent a high percentage (between 60 and 80 per cent) of the total illiterate population. Even in the countries considered to be of a higher cultural level, the percentage of women with secondary, special and higher education is very low.

26. There is also discrimination in the nature and content of the education provided and in the options offered to girls, which tend to restrict them to stereotyped roles and occupations.

27. The impossibility of access to education by majority groups of the population, particularly women, has led the latter to turn to the traditional sectors of the economy, basically domestic services, trade, artisanal activities and agricultural work.

28. There is also the special problem of young people leaving school for economic reasons, because of their need to go to work to contribute to the family income, because of pregnancy, or other factors.

29. Action proposals:

To conceive and programme formal and informal education as an integral part of a national development strategy suitable for accelerating the integration of women in development and promoting social equality and their self-fulfilment.

To adopt an education policy which provides equality of opportunity for men and women in both rural and urban areas, regardless of race, colour, creed and religion, thus making education accessible for all members of society.

To revise and update legislation on education with the precise objective of making it more accessible to the general population and especially to children and young people, and to provide the means to ensure its application.

To create new programmes and strengthen those already in existence to eliminate illiteracy, establishing a fixed time for its elimination, and also to devise post-literacy programmes which prevent the loss of literacy through lack of use. To determine the causes which produce a higher rate of illiteracy among the female population, and take the necessary steps to eradicate them.

To establish free and compulsory primary education and free secondary education, ensuring attendance through suitable means with the support of social organizations, and making an effort to provide children and young persons with all the resources of education: textbooks, transportation, food, etc.

To establish coeducation at all levels as a means of obtaining better education and suitable relationships between the two sexes.

To reorient the function of schools so that they become multiple-training centres and nuclei for social development, by linking the content of programmes and teaching methods with productive activities which already exist or which should be carried out for development, as well as health, nutrition and other programmes.

To increase women's incorporation into high school, pre-university, university and post-graduate education through national scholarship plans and educational loans and by using the scholarship programmes offered by countries inside or outside the area, as well as programmes for bilateral and multilateral technical assistance and those offered by international organizations.

To foster a suitable relationship between the demand for human resources posed by the country's development and the supply provided by the educational system in terms of the country's resources, establishing effective educational and vocational guidance services and eliminating the taboos that limit women's entry into technical careers.

To adopt concrete measures for women to be drawn to, enter, become established in, and re-enter the various levels of education by providing them with facilities such as study by audio-visual systems, the extension of non-academic and irregular education, open education, correspondence courses, supervised studies and other forms of training.

To establish education programmes aimed at training the women of rural and indigenous areas and of the marginal urban zones, so as to furnish them with meaningful apprenticeship for meeting the priority needs recognized by the community.

To carry out a reform of the educational system designed to: (i) preserve national cultural values by promoting historical research and protecting ethnic groups by providing them with education in their own languages; and (ii) revalue in texts and other educational material the role which women can and should play, with a view to eliminating the distorted image of them generally offered by the prevailing cultural patterns.

To include in school programmes suitable courses on family life, administrative, agricultural and industrial topics and methods, and topics related to various professions which facilitate the incorporation of women into urban and rural working life in skilled positions.

To set up orientation programmes to raise the level of awareness of parents and teachers about the need for women to participate fully in and complete all levels of education.

To organize permanent education programmes with a view to raising the educational levels.

To establish broad plans of scholarships, educational credits, grants and other measures which guarantee the education and training of young people who for various reasons have limited access to educational centres.

Day care and similar facilities should be provided for women and girls who have responsibility for the care of children, to allow them to continue their studies.

To revise, discuss and edit school texts and teaching materials used in school education programmes in order to eliminate from them the traditional stereotypes of men and women, this revision, discussion and editing being carried out in each country by groups of interdisciplinarian technical specialists, taking national interests into account and avoiding cultural penetration.

To promote pre-school education as a means of achieving a more complete education, since it enables the student to develop integrally both as an individual and as a social being. This pre-school education should be directed by education ministries or by the institutions which each country considers to be the most practical and viable for the implementation of these programmes.

To produce, in each country of the region, audiovisual and other educational materials that permit and facilitate development of the concept of equality between men and women and that can be reproduced and used by the respective educational system.

To create awareness of and attend to the educational needs and special problems that women and young people with physical and mental handicaps confront.

To develop specific educational programmes that permit young people who have not finished their studies because of early pregnancies and other causes to be trained for participation and integration in development.

To see that the scholarship plans drawn up by international agencies for the region are oriented toward offering educational opportunities in priority areas determined by the governments, and that they are aimed at women as well as men.

In recognition of the contribution being made by those students who legitimately have to lose school hours in the interest of the family economy and consequently the national economy, governments should develop programmes that help those students enter, remain and advance within the formal educational system.

Health

30. According to ECLA and United Nations studies the health problem in the region is alarming. Low life expectancy, high mortality rates and the region's critical public health situation highlight the differences which exist between the health and living conditions of the Latin American countries and those of the developed countries of the world. This is all the more worrying if one bears in mind the great differences which exist in this field among the different countries of the region and among the different social groups and regions within each country.

31. Suffice it to say that, according to ECLA figures, 1 000 000 children under the age of five died between 1965-1970, whereas if the mortality rates of the developed countries had existed this figure would have dropped to 300 000. The hospital bed situation is likewise critical: most countries have no more than 2.5 beds per 1 000 inhabitants. There is a similar shortage of doctors, to the point that in one country of the region, for example, there was only one doctor for every 13 264 inhabitants in 1972.

32. Most of the population live in unhealthy conditions, undernourished, ignorant of the elementary standards of hygiene, and without access to health resources, because of the unjust distribution of wealth.

33. Because of the special care they need during pregnancy, childbirth and lactation, women, together with children, are worst affected by the situation. There is also the problem of the increasing cost of medicines and

the monopolistic control exercised over them by transnational enterprises as well as the shortage of available and suitable medical resources.

34. *Action proposals for governments and their competent bodies:*

To make the population aware of its right to health, through the mass communication media and other means.

To provide free access to health services, to cover all the needs of the population in the different countries of Latin America.

To broaden the medical and paramedical infrastructure and services to achieve full and suitable medical coverage for the entire population.

To ensure sufficient investment in public health programmes, particularly in rural zones and marginal urban areas, which benefit the entire population without discrimination on any ground.

To formulate programmes to reduce mortality among mothers and babies by improving nutrition, hygiene and health services for mothers and children and by educating parents.

To review public health programmes periodically and adjust them to the needs of the population.

To develop special plans for mother and child health within the framework of overall and community medical services by providing prenatal, postnatal and childbirth services and gynecological services.

Likewise to develop programmes aimed at providing special services for adolescent girls and for women past child-bearing age.

To guarantee free access to medicines through public health institutions and to adopt measures to avoid, by all possible means, the negative effect on the price and distribution of medicines stemming from the control of production and distribution by the transnational corporations.

To exercise effective control over medicines whose improper use represents a health hazard, and over those which are harmful to health.

To establish priority national food and nutrition policies which ensure rational consumption by the population groups most vulnerable from the social and biological standpoints (such as pregnant women, babies, children, adolescents, old people, etc.).

To encourage breast feeding during the early months of the life of the child as the natural basic feeding, as well as the consumption of natural foods, because of the benefit this represents for the child's physical and mental

health and future development, taking into account the nutritional needs of the mother who suckles her child. In addition, to put an end to all propaganda aimed at encouraging nutritional practices based on artificial feeding, to the detriment of breast feeding.

That governments be urged to prepare the necessary statistical data on the state of health and sanitary facilities of the country and to set minimum health care levels according to internationally defined health standards.

The Family

35. The family is the nucleus which generates and transmits the values, norms and attitudes which orient the individual and collective conduct of the members of a society. As the mediating institution between the individual and the social group it is particularly important as regards the situation of women and the possibility of broadening their social participation and eliminating the factors of the discrimination against them.

36. The family in most cases inculcates and promotes among its members activities and vocations which are based more on sex than on their possibilities and aptitudes as human beings. This situation not only affects women's opportunities of individual development but also directly influences other problems of development which have become priority matters.

37. The division of work established on the basis of sex, supported by tradition and customs under the pretext of biological determinism, assigns to the man the role of supporting the home and relegates the woman to a secondary and passive role limited to the narrow confines of the home, with the sole basic purpose of matrimony and child-bearing.

38. The changes in the structure and functions of the family as a consequence of the urbanization and industrialization process and its instability in relation to internal migration are not detected in most cases.

39. In the majority of cases, tradition and custom assign to the woman of the family a greater responsibility in affective and formative roles in relation to the children, limiting man's role in the fulfillment of such responsibilities.

40. One of the fundamental limitations on the access of women to work, education, management responsibilities and possibilities of development is the excessive work load imposed on them by the domestic tasks which are wrongly viewed as the exclusive occupation of women, and this has an enormous influence on the millions of women incorporated into production

and services, who, on top of their working day, have the added burden of all the domestic chores.

41. In many cases, the early age at which women contract marriage and begin productive life, together with the scarce opportunities offered to them to share the responsibilities arising from the family functions which are socially assigned to them, constitute a series of limitations on broadening their education and acquiring sufficient elements for their development.

42. The right of the two spouses to decide together on the number of children is not always exercised because of inadequate information and the lack of adequate medical resources and attention; moreover, in many cases, there is a conception of the matter which excludes the woman from these fundamental decisions on the basis of the ancient tradition that they should be taken by the man alone.

43. As regards the promotion of the family, there is a need both to improve the situation of women within stable unions and to attend to the needs of those who do not form part of a family, have left the family, or are themselves heads of families.

44. There is therefore a need for a revaluation of the role of the Latin American woman in society and in the family so as to help her to secure the active place due to her and to participate in the transformation of the socio-economic structures which have subjected and marginalized her.

45. *Action proposals:*

To promote the equality of rights, opportunities and responsibilities of both sexes within the family and to ensure that the man participates in and shares family responsibilities in a more active and conscious manner.

To eliminate the factors relating to the cultural attitudes and elements which hinder the development of women, projecting in positive terms how important it is, for the healthy development of children, individuals, the family and society, that women should assume the functions which truly correspond to them. To create conditions which favour the balanced development of the child as an individual and social being.

To protect through adequate laws and policies the rights of women in the family, whether the latter be the result of matrimony or of common law marriage.

The laws on marriage should: (i) be brought in line with the international norms relating to human and civil rights; (ii) ensure that both spouses have

full legal capacity on a basis of absolute equality; and (iii) ensure equal rights for the spouses at the time of entry into and at the dissolution of marriage.

To provide family guidance with a view to strengthening the family as the most important nucleus of society, and recognize its rights as regards its constitution and protection.

To provide information on family legislation, with special emphasis on women heads of families, whose situation is not sufficiently clearly defined, in order to contribute to the strengthening and welfare of the family nucleus and the improvement of the situation of children born out of wedlock.

To respect the right of the individual and the couple to receive information and decide, freely and responsibly, on the number and spacing of their children. Each country, within the framework of its population policies, shall decide on the legal machinery to enable information to be disseminated on this subject.

To include in all school study plans at the appropriate levels, and in non-school educational plans, family education programmes including sexual education and psychosexual development in order to prepare young people of both sexes for responsible marriage and child-bearing and to eliminate cultural patterns and customs which encourage and perpetuate ideas of superiority or inferiority based on sex.

To provide unmarried mothers with full legal and social status in their capacity as parents and grant them the corresponding legal and social protection.

To ensure that children born out of wedlock have the same rights and obligations as children born within wedlock.

To implement a policy for the creation of clinics and hostels which provide the necessary protection for mothers, whatever their marital status, before and after giving birth.

To establish in national legislation the principle of shared parental authority as well as shared legal custody of their children.

To establish forms of conjugal partnership which provide for equal rights and duties between the spouses and the shared management of the partnership.

To promote the use of the mass media, and especially radio and television, to strengthen the unity and stability of the family, guaranteeing that programming complements national plans of study and avoids the praise of violence, criminal conduct and other antisocial attitudes.

To establish in national legislation measures to compel fathers to provide for the children's maintenance.

Social services and other facilities for the incorporation and permanency of women in work

Child care

46. The integral education of children should be an essential goal for all societies. The institutions created for the purpose of the education and care of children make an important contribution to securing this objective and also guaranteeing the working woman adequate care for her children during the working day.

47. It is also important to create conditions which provide the working woman with care for her children at the other levels of education, especially during the recess periods of teaching activity.

48. Irrespective of the particular characteristics of each country of the region, it is a global reality that the working woman, who is both mother and housewife, has an excessive burden of activities as she is usually responsible not only for the care of the children but also for the home chores and sick family members.

49. There is therefore an urgent need to make decisions to establish installations devoted to the care of the children of working women. This would reduce the rate of women leaving work and increase the number entering employment, as employers would have no justification for refusing female labour on the grounds of instability, as they now tend to do.

50. Action proposals:

That governments, employers and trade unions adopt measures for the establishment of quality child care centres, ensuring the integral education of children and making it easier for women to embark on work and study.

That governments direct the appropriate national bodies to establish school lunch programmes and improve the facilities already in existence.

That governments and other appropriate bodies extend and strengthen scholarship programmes, giving priority in them to the dependent children of mothers who are heads of families, go out to work, or have low incomes.

That governments and other appropriate bodies establish and promote, both in the urban and the rural sectors, programmes which assure children quality care and recreation either on a daily basis or during vacations and holidays, either free of charge or on such terms that children of low-income families may have access.

Social Services

51. According to ECLA, UNESCO, ILO and FAO figures, in the fields of education, housing, health and the cost of living the standard of living has not improved during the period 1959-1975, and has even deteriorated in many cases. Despite the differences between countries, some of which have in recent years taken steps to introduce measures promoting the creation of social services, the situation of the region continues to give cause for concern.

52. Action proposals:

That governments encourage the establishment of institutions to carry out research and promote the creation of social services aimed at looking after the welfare of children, such as child care services, public health programmes, infants' institutions and boarding and semi-boarding schools, and other services such as workers' canteens and centres for the care of the elderly and the physically and mentally handicapped, all of which facilitate the incorporation of women into work.

That governments encourage the development of community-based social services, such as laundry, food and domestic services, allocating part of the national budget to these programmes and promoting self-help programmes in these areas.

That governments and other institutions pay particular attention to the needs of elderly women, who generally receive less assistance than elderly men, even though they are in the majority in the over-fifty age group and are more often indigent and in need of special care.

To prepare draft laws and provisions to guarantee social security, especially for women, and to ensure the observance of those laws already in existence.

Housing

53. The housing deficit in Latin America is calculated at 20 million units. According to ECLA (1975), the housing deficit is of such magnitude that not only is an immediate solution problematical, if not impossible, but the same is true of the prospects of solution within a reasonable period of time.

54. It is clear that women, as the members of the family who spend most time in the home, are faced with a critical situation which, although it can be alleviated with remedial measures, can only be finally solved through a profound change in the socio-economic structure.

55. The improvement of the availability of housing requires a combination of suitable economic and social policies aimed at the production and renovation of houses for low-income groups. This should be combined with an increase in government services providing water and electricity supply, transportation, sewage services and road systems. Women should be included in the planning of new settlements and housing projects so that decisions on these matters can benefit from their experience as the persons who must use the home as a base of operations.

56. Programmes should facilitate self-help efforts to meet housing needs, especially in the case of women who are heads of households, and women should participate in the organization and execution of such efforts.

57. Action proposals:

To Governments

To take the necessary measures to guarantee the right of citizens to housing.

To plan and finance the design of human settlements, both urban and rural, and urban housing complexes, taking into account the needs of the entire population and women's full participation in this process as the basic users of the houses.

To initiate changes in the agrarian structure and the consequent programme of human settlements as an essential element for improving living conditions, modifying population trends, eradicating marginality and diminishing the exodus towards the towns.

To rationally programme urban and rural settlements, including in their construction installations designed for collective use such as schools, health centres, nurseries, laundries, shops and recreational areas, and to

facilitate the supply of resources and services that the homes cannot themselves provide.

To promote self-help housing programmes and facilitate women's participation in them, especially in the case of those who are heads of households, in order to cover their housing needs.

To eradicate unsanitary neighbourhoods and replace them by new human settlements with adequate urbanistic characteristics.

To Governments and Other Organizations

To pay special attention in housing design to the needs of the family. The use of the following should be encouraged: (i) construction materials which require minimum maintenance, (ii) equipment and utensils which do not represent a danger to users; (iii) all that makes the construction and use of housing more economical and functional, and (iv) the use of local raw materials in house construction and encouragement of the use of those raw materials in housing plans.

To organize orientation and training courses which help the family to make rational use of housing. To encourage the formation of community associations or groups which ensure that the norms of community living are respected and encourage the solidarity and participation of all the families of the community in their own self-improvement and mutual aid.

To promote programmes designed to facilitate home ownership for women, especially those who are heads of households, by giving them access to credit and insurance and granting them loans at low interest rates.

Political participation

58. Although in Latin America women currently form about half the electorate, only 3 per cent of them are members of legislative bodies and an even smaller proportion are members of executive bodies.

59. As a result, women do not participate in decision-making, their opinions are neglected and their needs are not taken into account in the planning of development.

60. Efforts must be made so that in practice women have the same rights and opportunities as men to vote and participate in public and political life at the national, local and community level with an understanding of their responsibilities as citizens and the guaranteeing of their rights, so that they may participate in the solution of the problems which affect society and

those which affect them directly as women. This means that measures must be taken to promote female participation in political activities and in the organs of power.

61. *Action proposals:*

To support and promote the participation of women in political activities on an equal footing with men.

To create awareness among women of the importance of their participation in political activity at all levels.

To encourage women to run for public and elective office.

To establish norms aimed at organizing adequate publicity, with the help of the mass media, in order to awaken among men and women a greater interest in the political participation of women, both nationally and internationally, and also greater female participation in electoral processes and in political management in general.

To apply the necessary measures in rural and urban areas to enable women to have opportunities for political, cultural and technical training and access to courses for administrative levels where they will have real possibilities of promotion.

To periodically review the number and occupational status of women employed at different levels of the State apparatus and the private sector so as to determine their participation and seek the corresponding equilibrium through the adoption of measures to remedy existing injustices.

To demand women's representation on all commissions, boards, and corporations in regional and international organizations, as well as greater participation in the delegations designated by governments for international and regional conferences and forums.

To demand and keep watch over compliance with the resolutions of the United Nations General Assembly that provide for a greater participation of women in the Secretariat, in all bodies and agencies of the system and at different levels, but especially the top levels, and to seek their equitable and adequate participation.

To call also upon all the other international and regional organizations to accord women the same opportunities as men in the nomination for and assumption of posts at all levels according to their capacity.

Other Social Questions

62. The prevailing economic and social situation is largely responsible for the continued existence of problems such as prostitution, delinquency, the illegal traffic of people, rape, illicit drug traffic, drug addiction and other forms of crime and antisocial conduct.

63. Prostitution is one of the most serious problems which persists in most of the countries of the continent, essentially because for many women it is the only means of subsistence.

64. Moreover, attention must be paid to the situation of women prisoners, ensuring respect for their human dignity and carrying out efforts for their effective rehabilitation.

65. It is therefore necessary to take these problems into consideration in order to make the efforts required to secure the reincorporation of these women into the societies of their countries.

66. *Action proposals:*

The Struggle Against Prostitution and the Illicit Traffic in Persons

To take legislative and other steps to eradicate prostitution and the illicit traffic in people.

To take appropriate legal measures to punish those who live off prostitutes, such as pimps, and eliminate the illicit traffic in people.

To create sufficient incentives and the necessary conditions (education, infrastructure, employment opportunities, etc.) for rural women to remain in their milieu, thus avoiding migration from the country to the towns.

To adopt the necessary measures to create rehabilitation and orientation centres for women where they are re-educated and guided as to their true role in society, providing them with adequate facilities in the rehabilitation process and ensuring them employment opportunities.

To promulgate laws which prohibit and punish the prostitution of minors, to revise existing legislation, and to see that it is strictly observed, ensuring that it provides for rehabilitation and re-education through special institutions for minors.

To carry out broad campaigns to make the populace aware of the myriad dangers engendered by prostitution.

Protection of Female Prisoners

To review penal legislation in order to eliminate all inhuman and discriminatory treatment of women.

To provide pregnant women prisoners with the special attention maternity requires, and implement systems of imprisonment which enable them to give their children the necessary care so that the normal development of their personalities is not affected.

To provide for the proper care and supervision of the dependent children of women prisoners.

To establish systems of imprisonment with separation of the sexes which ensure full respect for the dignity of both women and men, as well as their effective rehabilitation.

To prevent rape or any other sexual abuse which violates the physical and mental integrity and the dignity of women prisoners, and censure corruption and take measures to protect all women and children against all physical abuse in penal establishments and reeducation centres.

To ensure respect of the human rights and physical integrity of women deprived of their freedom for any reason, and ensure the protection of all persons against torture and other cruel, inhuman or degrading treatment, in accordance with the principles of the Universal Declaration of Human Rights.

Drug and Narcotics Addiction

To encourage the establishment of centres for the guidance and social integration of young people, with a view to the prevention of drug addiction among children and youths, and carry out rehabilitation and adaptation programmes for those suffering from such social illnesses.

To review national legislation in order to combat and eliminate the improper use of narcotics and enervating drugs, and impose severe sanctions on persons who induce others, particularly minors, to use any kind of narcotic drugs.

To publicize widely the dangers to physical and mental health involved in the use of any narcotic or enervating drug and psychotropic substances, with a view to warning young people about the risks of drug addiction, with special emphasis on the preparation of suitable programmes in this respect.

Rape and Other Sexual Crimes

To review current legislation and procedures concerning rape and the abuse of women's dignity with a view to ensuring respect for the physical integrity and dignity of the victim, and to impose severe punishments on those guilty of such crimes. The gravity of the punishment imposed on those convicted of rape should be in keeping with the severity of the crime.

To guarantee privacy in the investigation of rape cases and other sexual crimes and those involving a woman's morality, in order to protect the victim from humiliation and shame.

The Physical Abuse of Women and Children

To promulgate the penal legislation necessary to protect women and children from physical aggression, maltreatment, violent attacks, incest and all other forms of sexual crimes and violence and to assure that the penal measures are strictly complied with.

Creation of National Interdisciplinary and Multisectoral Research Commissions

67. The shortcomings of most of the studies carried out in the region, resulting sometimes from an inadequate conceptual framework and in other cases from an inadequate interpretation of statistical data or limitations due to the lack of such data, make it an urgent task to co-ordinate and promote research on the status of women.

68. It is therefore essential to obtain and construct statistics on fundamental aspects in order to have a basis for carrying out comparative studies of men and women; to use indicators which permit the periodic evaluation of how the situation of women is progressing or deteriorating in the various spheres of social and economic activity in the different countries; to carry out investigations rapidly to understand the interaction of factors that influence women's conditions; and to seek the support of universities and research centres in these tasks and all those being carried out in order to provide a true picture of Latin American women today.

69. Interdisciplinary analysis, by bringing together economists, jurists, teachers, sociologists, psychologists and other social scientists in research teams, will also make possible a structural and complete view of the problems of women, thus representing a great improvement on the isolated picture obtained by analysis from the angle of only one of these disciplines.

70. The multisectoral study by interdepartmental groups of the problems which affect men and women from all walks of life will make it possible to take decisions rapidly and effectively on the basis of the situations observed, with a view to solving the problems of women.

71. *Action proposals:*

To create or strengthen national mechanisms so that countries research activities are carried out in an interdisciplinary and multi-sectoral manner and in co-ordination with other national and international agencies and institutions.

To study and evaluate the effect of global economic and social changes on the situation of women.

To study the real effect of legislative measures on the actual participation of women in the political, economic and social life of their countries.

To study the conditions of female employment more fully and thoroughly and to improve the criteria and mechanisms for the collection and presentation of statistics and information in order to gain a better knowledge of the situation, importance and true participation of women in productive activities, bearing in mind that many women who are primarily engaged in domestic chores also carry out complementary activities which represent family income. Furthermore, to study the causes of the situation of women in employment in order to have more background material to overcome the obstacles which arise.

To continue research efforts, including the search for economic indicators to determine the impact of the unremunerated functions carried out by women in agriculture, in the home (in both urban and rural areas), and in voluntary organizations.

To study the effects of the prevalence and spread of indiscriminate consumption at the global level on the national economy, on economic and social development, and on the situation of women.

To study the influence of the discriminatory customs, practices, attitudes and beliefs which hinder the training and education of women and their contribution to the development process, and ways of eliminating their effects.

To promote research activities to identify discriminatory practices in education and training and to formulate the relevant recommendations with a view to ensuring educational equality.

To study fertility, fecundity and mortality rates and health and nutritional problems, especially as they relate to women and children.

To study ways of promoting the utilization and consumption of products of high nutritional value which, through tradition, ignorance or structural distortions of the economy and society, do not form part of the diet even when they exist in various areas of the region.

To study and evaluate, in the countries where family planning programmes are carried out, the impact of these programmes on women in the light of their real needs.

To carry out in-depth research on the effects on women's health of the different contraceptive methods, the indiscriminate use of which is encouraged by the publicity of the companies which produce them and by the fact that they are bought and sold without proper medical control.

To carry out research into the effects of the control exercised by transnational and national corporations over the production, marketing and the promotion of consumer goods in the different countries of the region which fosters an artificial and distorted image of the role women should play in the progress of their nation, as well as having other adverse social effects, and to promulgate laws to curb false claims by manufacturers.

To improve the registers, information and research on the processes which occur within the family, such as births, marriages, loss of parents, divorce and migrations, and to encourage research on social attitudes to child-bearing, divorce, widowhood and marriage so as to assemble useful information to contribute to the better development of the family.

To improve the criteria used for collecting statistics on women heads of families.

To study the needs for specific services for women and children in the various social groups and the need for families to help in the establishment and development of community services for solving problems relating to the care of children and domestic work.

To study the economic and social causes of the practice of prostitution, the forms of exploitation of women who practice this activity and other antisocial conduct, and also the relation between these phenomena and the urbanization processes.

To investigate the effects of the mass media on women and their image and on the social attitudes to that image, and also the ways of utilizing those

media to reverse this situation and contribute to the better incorporation of women into the process of economic, political and social development of their countries.

To pinpoint those groups of women who receive less benefits from economic and social development and analyse the relationships between the various indicators regarding these groups.

To promote historical research designed to bring out the important although neglected contribution of women to national development.

III. THE DISTORTION OF THE IMAGE OF WOMEN BY THE MASS MEDIA AND BY THE PREDOMINANT CULTURAL PATTERNS IN GENERAL

72. The mass media offer great possibilities in their role of information, education, entertainment and advertising: (a) as a vehicle of social change; (b) for the dissemination of information in the fields of education and training; (c) to eliminate prejudices and stereotypes; and (d) to accelerate acceptance of the increasingly broad responsibilities of women and promote their integration into development on an equal footing with men.

73. In many cases however, the mass communication media do not comply with these objectives because in general they tend to present and reinforce a stereotyped, degrading and immoral image of women, whom they treat as sexual objects and as agents to promote indiscriminate consumption, particularly when seeking to market various types of articles.

74. The mass media should be taken to mean not only radio, television, cinema, the press, advertising, etc., but also the theatre, literature, story-telling and puppet shows and other forms of communication which in many countries are essential to reach the rural areas.

75. The mass media tend to have a harmful effect on attitudes and values relating to the role of women in society and frequently create obstacles to positive changes in patterns of behaviour by perpetuating the stereotypes and myths about women.

76. Despite the technological and scientific advances made in the area of communications, most of the countries of the region continue to be in a situation of dependence in relation to the monopolies owning the communications equipment and services.

77. Similar dependence is to be observed in the sphere of international information, since it is the transnational news agencies which set the trends

in the information and publicity to which the Latin American public has access.

78. To a very considerable extent, the communications media, in general basically motivated by the economic interests of the transnational enterprises, have perpetuated the enslavement of women by showing them a reality which is alien to them and, by disguising their real identity, have contributed to keeping them restricted to the confines of the home, prevented the development of their critical consciousness and propagated the concept of their role as useful merchandise for consumption, reaching the extreme of using the female body as an element to encourage pornography as an object of consumption.

79. Illustrated magazines, films, radio and television programmes, beauty contests, etc., attempt to impose patterns whereby beauty is viewed as the weapon of the female sex, minimizing the virtues and qualities of women and underestimating their abilities and values which could be directed more effectively towards the collective effort for economic and social development.

80. It is therefore essential to recommend measures to prevent the transmission of a distorted image of women, to the detriment of their status as human beings with responsibilities and rights in society.

81. *Action proposals:*

To Governments

To promote the utilization of the mass media to disseminate educational programmes in spheres of national interest such as health, nutrition, population, employment training, legal information specifically concerning women and the family, and other questions of social importance which would contribute to ensuring that equality between men and women is not only a recognized legal principle but also a social reality.

To promote the production of films, radio and television programmes and other materials which encourage women to play a more dynamic role in society and promote their socio-cultural development and political consciousness and to create educational information centres or banks which would facilitate the attainment of these objectives.

To adopt measures to prohibit the degrading exploitation of women through the mass media as sex symbols and instruments of economic interests.

To encourage governments to oppose the promotion of beauty contests such as they exist today, since they perpetuate the image of women as a symbol of sexual gratification and commercial exploitation.

To take measures to have those responsible for the mass media project a dignified and positive image of women, eliminating the commercialized and stereotyped images of them (particularly pornographic publications), their utilization in showing sexual crimes and violence, and also all propaganda which tends to impede the changes needed to revalue the role of women. This will contribute to changes of attitudes and mentalities in both men and women which should promote women's equality, integration and full participation in society.

To guide women not to acquire products which are harmful to health and human dignity and detrimental to the family budget, through information campaigns on family responsibility and nutrition, awareness of the risk involved in self-medication, alcoholism, and food habits which are detrimental to the health of mother and child.

To prevent the insinuation of preconceived roles for girls and boys through the influence of books, comics and television programmes and instead to encourage the publication of comics and the production of children's television programmes which support national educational programmes.

To restrict the diffusion of radio and television programmes, films, publications, messages and articles which encourage cultural archetypes contrary to the social reality or the cultural values of each people.

To organize publicity campaigns in support of community and preventive medicine.

To encourage and broaden the access of women to scholarship systems in communications and telecommunications research centres.

To Governments and the Mass Media

To utilize the mass media to bring about the elimination of sexual stereotypes in education and information activities and the projection of a positive image of women and men.

To encourage the effective utilization of the mass media to secure a change of mentality with respect to women.

To the Mass Media

To promote greater participation by women in the activities carried out by newspapers, magazines and radio and television programmes and in the production of films and documentaries, as well as adequate representation in administrative and directive posts.

To encourage the mass media to consider their policies and practices in respect to hiring, training and promotion in order to ensure that there is no discrimination against women and that they have equal promotion opportunities in all categories of professional, technical and decision-making posts in the mass media.

To prevent the utilization of women as models in advertisements and other publicity activities which are detrimental to the norms and values of the family.

To Governments, the Mass Media and Other Institutions

To utilize the mass media and the activities of social organizations to contribute to the education of the family and especially the housewife and also to keep her fully informed of employment and educational opportunities open to her and ways of taking an active part in the life of society.

To encourage the training and participation of women as communications and telecommunications experts in national and international bodies.

To include in the courses on journalism and communications sciences material which gives rise to discussion about the distorting effect of the mass media on the values and conduct of women in our society.

IV. ACTION AT THE INTERNATIONAL LEVEL

Governments

82. In order to carry into practice the preceding action proposals, Governments should commit themselves to according importance and priority to measures to improve the situation of women both as a means of achieving the objectives of social progress and development and as an end in itself.

83. The solidarity of women in the world, and particularly those within the region, is likewise indispensable in order to put an end to the inequality and discrimination of which they are the victims in countries of the area.

84. Non-governmental, national and international organizations and their subsidiary bodies should work jointly and individually, within their own spheres of interest, to put the proposed measures into practice.

85. Women should be equitably represented in the delegations sent by governments to the different conferences, international committees and other events, so that they may participate fully in the formulation of policies at the national and international levels.

86. *Action proposals:*

To support all action aimed at producing the structural changes necessary for the full incorporation of women into economic, political and social life.

To support the efforts and struggle of the women of the region to defend full national sovereignty.

To take the necessary measures for the implementation of resolutions 28 and 29 of the Mexico Conference, which call for the participation of women in the strengthening of international peace and security, the process of détente, peaceful coexistence and international co-operation, and in the struggle against colonialism, racism, racial discrimination and foreign domination.

To support the efforts of intergovernmental and non-governmental organizations whose goal is the strengthening of international peace and security, the development of friendly relations among nations and the fostering of active co-operation among States, by encouraging women, in every possible way, to participate actively in the efforts of such organizations.

To support actions aimed at effectively implementing the Declaration and Programme of Action on the Establishment of a New International Economic Order and the Charter of Economic Rights and Duties of States with a view to the radical transformation of the prevailing unjust international economic order.

To encourage the technical co-operation and training and advisory services, including co-ordination with the national and regional activities of the bodies of the United Nations system.

To seek the adoption of conventions and the observance of official international declarations and to make arrangements for the submission of periodic reports and other procedures for the evaluation of the observance of those instruments and whatever others are adopted.

To encourage, by means of international meetings and seminars, the regional and international exchange of information.

To express the desirability that the parties concerned should ratify without delay the 1977 Panama Canal Treaty and the Treaty on the Permanent Neutrality and Functioning of the Panama Canal signed in Washington by the Heads of State of Panama and the United States on 7 September 1977, since these treaties are based on recognition of the sovereignty of the Republic of Panama over the entire national territory, which will help to promote the real incorporation of women into the process of development. These treaties, as noted in the Washington Declaration signed on the same date by the Heads of State and representatives of the Republics of the Americas, represent a milestone in the strengthening of the relations between the nations of the Western Hemisphere and guarantee to all countries the continued accessibility and neutrality of the Panama Canal.

87. In addition to the measures adopted by governments to transform the situation faced by Latin American women and to promote the prompt and full integration of women in the development process on the basis of equality with men, it is necessary for ECLA to assume an even greater role in formulating policies, developing machinery and instruments, and co-ordinating and implementing measures that permit women to participate equally with men in the political, economic and social life of the respective countries of the region as a whole.

88. *Action proposals:*

To convene within the framework of ECLA, on a permanent and regular basis and at intervals of no more than three years, a United Nations Standing Regional Conference on the Integration of Women in the Development of Latin America. This conference will have the following functions:

- (i) To determine regional and sub-regional needs for technical assistance and give support to all the United Nations bodies operating in the region in order that they can meet such needs;
- (ii) To put forward recommendations to governments and to ECLA itself based on studies carried out by the secretariat on the most feasible way of implementing the agreements adopted by the United Nations regional conferences;
- (iii) To review and appraise periodically the activities of ECLA and other United Nations agencies in compliance with the Programme for the Decade of Women, and in particular to draw up recommendations for

the regional conferences on women to be held before the World Conference scheduled in 1980;

- (iv) To periodically evaluate the accomplishment of the Regional Plan of Action;
- (v) To provide a forum for the exchange of information which will facilitate the mutual co-ordination and support of the programmes for the integration of women into economic and social development at various levels and permit the countries in the region to share the corresponding experience.

The Presiding Officers of the Regional Conference will continue their functions until new ones are appointed and will be the link between governments and the secretariat of ECLA in the field of women's integration in development.

The secretariat of ECLA will act as the Permanent Secretariat of this Regional Conference and will regularly consult with its Presiding Officers.

In carrying out this function the secretariat of ECLA will consult with the United Nations specialized agencies which have programmes on women's integration in development. For this purpose, ECLA will regularly convene inter-agency meetings on the implementation of the programmes and mandates of the Conference.

The secretariat of ECLA will create within ECLA (including ILPES and CELADE and in collaboration with the United Nations Centre for Social Development and Humanitarian Affairs) a specialized interdisciplinary unit on women's integration in development with the following objectives:

- (i) To periodically evaluate the legal, economic, political, social and cultural status of women both of rural and urban areas in the different countries of the area, in accordance with the objectives and priorities fixed in this Regional Plan of Action. This must be done through an interdisciplinary and multisectoral approach that will permit evaluation of the current situation and trends;
- (ii) To undertake activities aimed at disseminating the action stemming from this Regional Plan of Action on the basis of the studies undertaken;
- (iii) To advise those governments that request it on the measures to be taken to fulfil the decisions adopted by the United Nations in relation to the integration of women in development;

- (iv) To ensure that all ECLA's programmes reflect a concern for women's needs;
- (v) To ensure that the recommendations of the United Nations regional conferences on questions concerning women are implemented;
- (vi) To prepare, in consultation with the governments, projects for national, sub-regional or regional training and development programmes for women in those areas mentioned in preceding chapters of this Regional Plan of Action;
- (vii) To collaborate in regional meetings held by the United Nations specialized agencies on topics connected with economic and social development and further the actions stemming from this Regional Plan of Action;
- (viii) To provide aid to those governments that request it, in co-ordination with governmental and intergovernmental organizations, with a view to identifying the measures necessary for drawing up policies, strategies and programmes for strengthening women's contribution to economic and social development, and to assist in formulating requests for technical and financial aid for such programmes;
- (ix) To draw up a general review and appraisal plan for the region. This must be done immediately in order to be able to have a general plan that can be used for the 1979 biennial review.

In executing this Regional Plan of Action, within its field of competence, the ECLA secretariat will establish forms of co-ordination and co-operation with United Nations bodies and all those regional and interregional, intergovernmental, public and private institutions that may be working on this subject.

ECLA's sub-regional offices will act as liaison offices between the governments of the respective sub-regions and the secretariat's specialized unit on women's problems, as regards programmes of technical assistance and collaboration with the national bodies in charge of women's integration in development.

In order to implement the goals of this Plan, the Conference:

- (i) Requests the Secretary-General of the United Nations to assign additional resources to the ECLA secretariat from the regular budget to strengthen its regular activities concerning women and to facilitate

the establishment within the ECLA secretariat of a specialized unit for the integration of women in development;

- (ii) Requests the Voluntary Fund for the Decade for Women to give the greatest possible support to ECLA's activities, programmes and specific projects deriving from the priorities laid down in this Regional Plan of Action in the field of integration of women in development and consistent with the criteria established by the United Nations for disbursements from the Fund;
- (iii) Requests the Administrator of UNDP to give the greatest possible co-operation—on the national and regional level—to the provisions of the present Regional Plan of Action, supporting the specific activities, programmes and projects of the ECLA secretariat aimed at the achievement of its goals;
- (iv) Requests the Executive Secretary of ECLA to explore and negotiate with bodies for international co-operation, on a bilateral or multilateral basis, financial support for specific programmes connected with the fulfilment of the goals of the present Regional Plan of Action.

RESOLUTION RECOMMENDING APPROVAL OF THE REGIONAL PLAN OF ACTION*

The Regional Conference on the Integration of Women into Latin American Economic and Social Development

Taking into account the need to adopt appropriate measures to change the situation facing Latin American and Caribbean women, and to facilitate their complete integration into the process of development;

Considering that the Regional Plan of Action for the Integration of Women into Development has been discussed and approved;

Aware of the mandate the Regional Plan of Action for the Integration of Women into Latin American Economic and Social Development has given ECLA to convene under its auspices "on a permanent and regular basis at periods no longer than every three years, a Regional United Nations Conference on the Integration of Women into Latin American Development";

Recalling resolution 3250 (XXX) adopted on 15 December 1975 by the United Nations General Assembly, according to which a World Conference of all States shall be convened in 1980 to analyse and evaluate the progress made in achieving the goals set by the United Nations Decade for Women,

and the 1975 World Plan of Action approved in Mexico by the World Conference of International Women's Year,

Recommends:

1. That the Executive Secretary of ECLA should convene an Extraordinary Session of the Committee of the Whole of the Commission during 1977 to give final approval to the Regional Plan of Action for the Integration of Women into Latin American Economic and Social Development and to adopt the necessary measures to guarantee its rapid and effective implementation;
2. That the Executive Secretary of ECLA should be kept informed of the progress made in implementing the Regional Plan of Action and should maintain contact with the Officers of the Conference and the governments of the region concerning progress toward implementing programmes in the field of women's integration into development, and that the Officers should meet from time to time as they deem advisable in order to fulfill this objective.
3. That the Executive Secretary, in consultation with the Officers of the Conference, should convene the Regional Standing Conference on the Integration of Women into Latin American Economic and Social Development in the course of 1979, as a Latin American and Caribbean regional **preparatory activity** for the World Conference to be held that same year.
4. That ECLA should bring together a group of government experts in order to make an appraisal, prior to the World Conference, of the implementation of the Regional Plan of Action for the Integration of Women into Development and to place that appraisal before the Officers of the Regional Conference before the convening of the latter for their information, study and views.
5. That the ECLA secretariat should make all the arrangements needed for the effective holding of these meetings.

*Adopted at the Regional Conference on the Integration of Women into Latin American Economic and Social Development, Havana, Cuba, 13-17 July 1977.

The Regional Plan of Action for the Integration of Women into Latin American Economic and Social Development contained in the present document was approved by Member States at the eleventh extraordinary session of the Committee of the Whole of the Economic Commission for Latin America, held on 21 November 1977.



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